

18th Annual Regional HBCU Summit on Retention

**Clarion Hotel
Ocean City, Maryland
March 5-7, 2015**



**Improving Retention at HBCUs:
The Changing Face of HBCUs
in the 21st Century**







Eighteenth Annual Regional HBCU Summit on Retention

Sponsors

Benedict College
Bethune-Cookman University
Bowie State University
Central State University
Coppin State University
Delaware State University
Howard University
Morgan State University
Norfolk State University
University of the District of Columbia
University of Maryland Eastern Shore
Virginia State University
Maryland Higher Education Commission
Model Institutions for Excellence (MIE)
Initiative at Bowie State University
(sponsored by NASA and NSF)
University System of Maryland



Eighteenth Annual Regional HBCU Summit on Retention

Greetings Summit Participants,

Once again, on behalf of the Summit Steering Committee, we welcome each of you to our 18th Annual Regional HBCU on Retention. Thank you for your loyal and dedicated support of our efforts over the last seventeen years. Those of you who are here exemplify your commitment to your students and to your institutions.

The Summit continues to provide the opportunity for faculty, staff, and students to interact with one another as we all endeavor to devise creative and practical approaches to address and share strategies to enhance programs at all of our respective institutions. We are excited that despite economic down turns, we have continued to bring together inspired and dedicated stakeholders to a think tank in order to remain adaptable, motivated, and responsive to the challenges that we face during a time of nationwide and global changes. Together we remain on the frontline equipped to meet challenges and setbacks that we might encounter to ensure that we remain thriving entities.

This year, as we have done in the past, we will expand our collective knowledge, share our best practices, learn from one another, and grow together to strengthen our efforts in recruitment, retention, and graduation. Collectively, we will examine strategies, emerging technologies, and rapid changes on our campuses to create ways to meaningfully engage our students, providing uplifting paths to success as we direct them to take charge of their learning.

We have proudly served as co-chairs for the 17th and 18th Regional HBCU Summits on Retention. Thank you all for your overwhelming support and participation. Thank you for your comments and suggestions for program improvements and directions. We wish you a productive session as you spend the next three days exploring best practices and new strategies. We hope that you leave the Summit recharged, re-dedicated, and empowered to meet the challenges and spearhead positive changes for the changing faces of our campuses.

Juanita Gilliam
Co-Chair, Regional HBCU Summit Steering Committee; Doctoral Student and Professor of English and Language Arts, Morgan State University

Thomas James, Ph.D.
Co-Chair, Regional HBCU Summit Steering Committee; Assistant Professor of Curriculum and Instruction, Coppin State University

Purpose of the Summit

The purpose of the Summit is to provide opportunities for representatives of all groups concerned about the persistence of African American and other minority students in higher education to come together to:

- address the problem of retention of African American students in colleges and universities,
- celebrate successful retention programs in higher education, and
- propose action plans to increase the persistence of African American students in higher education.



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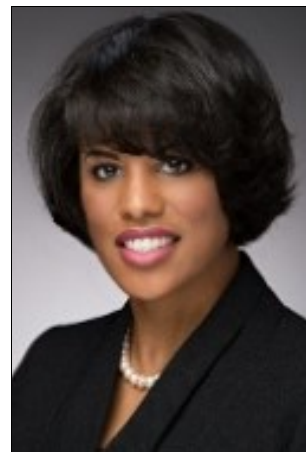
**G. Frederick
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**Richard W.
Meehan**
Mayor
Ocean City



**Stephanie
Rawlings-Blake**
Mayor
Baltimore City







COMMONWEALTH of VIRGINIA

Office of the Governor

Terence R. McAuliffe
Governor

March 5, 2015

Dear Friends:

I am pleased to extend a warm welcome to everyone attending the 18th Regional HBCU Summit on Retention.

Education is a foundation of the new Virginia economy. We must do everything we can to ensure that all Virginians have the training and tools they need to compete in today's workplace. Virginia is proud to be home to some of the nation's oldest and most prestigious historically black colleges and universities. It is critical that we support all students, faculty, staff, and administrators at HBCUs. Thank you for all you have done to strengthen education throughout the Commonwealth.

Best wishes for a successful and productive Summit.

Sincerely,

A handwritten signature in blue ink, appearing to read "Terence R. McAuliffe".

Terence R. McAuliffe



HOUSE OF REPRESENTATIVES
WASHINGTON, D.C. 20515

ELEANOR HOLMES NORTON
DISTRICT OF COLUMBIA

March 5-7, 2015

GREETINGS!

It gives me great pleasure to welcome all those attending the **18th Annual Regional Historically Black Colleges and Universities Summit on Retention** and congratulate the University of the District of Columbia for its continued participation in this wonderful event.

With declining graduation rates throughout the country, summits such as yours are becoming increasingly necessary. The Regional HBCU Summit on Retention Summit provides the necessary opportunity to address the problem of retention and to celebrate those programs which have succeeded.

Please accept my best wishes for a successful Summit.

Sincerely,

A handwritten signature in black ink that reads "Eleanor H. Norton". The signature is written in a cursive, flowing style with a prominent initial "E".

Eleanor Holmes Norton



THE PRINCE GEORGE'S COUNTY GOVERNMENT
OFFICE OF THE COUNTY EXECUTIVE

March 5, 2015

Dear Friends:

On behalf of the citizens and residents of Prince George's County, and as a proud alumnus of a historically Black college, it is an honor to welcome you to the 18th Annual Regional HBCU Summit on Retention. This year's theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," is critical to scholars and the overall stability of our historic institutions of higher learning.

I am a strong proponent of education, and this annual Summit provides a platform for faculty, students, leaders, scholars, and other members to discuss strategies required to increase retention and the number of minority students in higher education. Too often, we advocate the importance of preparing and sending young people to college without discussing retention rates and assisting students once they begin their college education. This week's Summit is a resounding reminder of the shared responsibility and accountability we must achieve, if we are to ultimately eradicate this issue.

Your efforts to raise awareness of the challenges that many students struggle with as they matriculate in college are commendable. In addition, your Summit agenda, which focuses on Science, Technology, Engineering, and Math (STEM) disciplines, On-line Teaching and Learning, Diversity and Inclusive Teaching programs, encourages students to stay in school. It also provide opportunities and additional career options for our youth as disciplines of study.

As the home of Bowie State University, Prince George's County has a vested interest in ensuring the success of African American and other minority students. I am encouraged and feel optimistic that together we will achieve quantifiable success in curbing attrition rates of African American and other minority students.

You have my support and best wishes for a productive Summit.

Sincerely,

A handwritten signature in black ink, appearing to read "Rushern L. Baker, III". The signature is written in a cursive style with a large initial "R" and a long horizontal stroke.

Rushern L. Baker, III
County Executive

County Administration Building, 14741 Governor Oden Bowie Drive
Upper Marlboro, Maryland 20772



City of Bowie

2614 Kenhill Drive
Bowie, Maryland 20715

March 5, 2015

Dear Participants:

On behalf of the City Council, I am pleased to send along greetings, congratulations, and best wishes to all the participants of the 18th Annual Regional HBCU Summit on Retention in Ocean City, Maryland.

This year's summit theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," will provide ample opportunities for faculty, students, and other members of the community to discuss strategies needed to address the problems of retention of minority students in higher education, propose action plans to increase the persistence of minority students in higher education, and celebrate successful retention programs.

The City Council congratulates you for participating in this event and offers its support and encouragement as you continue your efforts to help students achieve their educational goals.

Sincerely,

G. Frederick Robinson
Mayor



Greetings

18th Annual Regional Historically Black Colleges and Universities (HBCUs) Summit on Retention

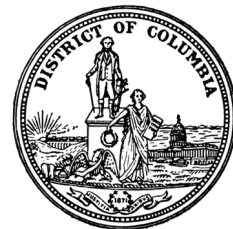
March 5-7, 2015

As Mayor of the District of Columbia, I am pleased to extend greetings to the 18th Annual Regional HBCU Summit on Retention.

The event brings together students, faculty, and staff to share ideas and strategies on retaining and graduating our students. The 2015 theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," provides an opportunity to discuss ideas that can help our students achieve their goals and academic success. Your continued dedication and commitment is greatly appreciated.

I join the residents of the District of Columbia in wishing you an enjoyable and productive Summit.

Muriel Bowser
Mayor, District of Columbia





TOWN OF OCEAN CITY MARYLAND

Richard W. Meehan
Mayor



WELCOME TO THE 18TH ANNUAL REGIONAL HBCU SUMMIT ON RETENTION

March 5, 2015

Greetings from Ocean City,

It is hard to believe that another year has passed and a new summer season is upon us. On behalf of the City Council and the citizens of Ocean City, Maryland, I welcome you to our vibrant coastal resort community.

In Ocean City, we pride ourselves on being a first-class resort and the choice of today's families. We are a year-round vacation destination, providing our visitors with excellent accommodations and a variety of fine dining during all four calendar seasons.

Our beautiful beach recently ranked among the top 5 cleanest beaches in the country and our world-famous Boardwalk topped several lists of favorites for its free entertainment and "classic vibe." Our quaint barrier island, which was once a sleepy fishing village, now stretches along 10 miles of beautiful beach from the Inlet to the Delaware state line.

Whether you are interested in a family atmosphere, a romantic getaway, a golf weekend with the guys, or a girls-only shopping weekend, Ocean City has what you are looking for to design a vacation around your personal theme. While you are here, we invite you to enjoy everything Ocean City has to offer, including 17 outstanding golf courses, a world-famous Boardwalk, first-class events, and fantastic fishing. No matter the season, Ocean city inspires an endless summer of fun for today's families.

We thank you for choosing Ocean City, Maryland, as your conference destination! To find out more about our great town and everything we have to offer you and your family during your stay, visit www.ococean.com.

Sincerely,

Rick Meehan
Mayor





STEPHANIE RAWLINGS-BLAKE
Mayor
250 City Hall, 100 North Holliday Street
Baltimore, Maryland 21202

March 5, 2015

A Message from Mayor Stephanie Rawlings-Blake:

On behalf of the citizens of Baltimore, it is my pleasure to extend greetings on the occasion of the 18th Annual Regional HBCU Summit on Retention. I wish you much success as you network and discuss solutions to many of the challenges that currently face our nation's Historically Black Colleges and Universities.

The theme of this year's Summit, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," will address many of those challenges, with sessions on online teaching and learning, students with disabilities, the STEM disciplines, and military veterans in the classroom.

For today's workforce, quality training and education are central to success. A high school diploma is often not enough, and in diverse urban centers like the City of Baltimore, we know that all of our students deserve the opportunity to pursue a post-secondary education.

This year's Summit provides an opportunity for faculty, students, and other members of the community to discuss strategies needed to increase the number of minority students in higher education and retention and graduation rates for this population.

Best wishes for a great Summit. Keep up the good work.

Sincerely,

Stephanie Rawlings-Blake
Mayor
Baltimore City





Sponsors



**Dr. David H.
Swinton**
President
Benedict College



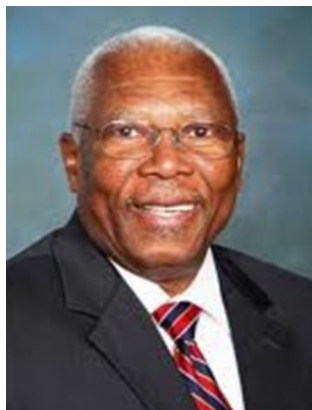
**Dr. Edison O.
Jackson**
President
Bethune-Cookman University



**Dr. Mickey L.
Burnim**
President
Bowie State University



**Dr. Cynthia
Jackson-Hammond**
President
Central State University



**Dr. Mortimer H.
Neufville**
Interim President
Coppin State University



**Dr. Harry L.
Williams**
President
Delaware State University





Sponsors



**Dr. Wayne A. I.
Frederick**
President
Howard University



**Dr. David
Wilson**
President
Morgan State University



**Mr. Eddie N.
Moore, Jr.**
Interim President
Norfolk State University



**Dr. James E.
Lyons, Sr.**
Interim President
University of the District of
Columbia



**Dr. Juliette B.
Bell**
President
University of Maryland
Eastern Shore



**Dr. Pamela V.
Hammond**
Interim President
Virginia State University





Sponsors



**Dr. Jennie C.
Hunter-Cevera**
Secretary
Maryland Higher Education



**Dr. William E.
Kirwan**
Chancellor
University System of
Maryland





Benedict College

March 5, 2015

Dear Colleagues:

It is my pleasure to welcome you to the 18th Annual Regional HBCU Summit on Retention. Benedict College is proud to be a sponsor of this Summit which focuses on innovative and creative ways to retain students through graduation. This year's theme, "The Changing Face of HBCUs in the 21st Century," is especially appropriate as it focuses on a wide range of topics which highlight critical issues facing HBCUs.

Today, more than ever before, HBCUs are attracting an increasingly diverse student population. Our charge as HBCUs is not only to open our doors to all those who desire an education, but also to do all in our power to make sure we graduate students prepared to lead and serve their communities, the nation, and the world.

If we are to help our students achieve their educational goals, we must be in constant dialogue with critical stakeholders about ways to continuously improve our program and services. This Summit presents an excellent opportunity for all stakeholders—students, faculty, staff, administrators, and community partners—to work collectively for the success of all of our students. On behalf of Benedict College, I commend you for your commitment to preparing young women and men for a productive future.

Best wishes for a successful conference!

Sincerely,

A handwritten signature in black ink that reads "David H. Swinton". The signature is written in a cursive, flowing style.

David H. Swinton
President and CEO

DHS/bsc



BETHUNE - COOKMAN UNIVERSITY

Founded in 1904 by Dr. Mary McLeod Bethune

Edison O. Jackson, Ed.D., President

OFFICE OF THE PRESIDENT

March 5, 2015

Dear Attendees of the 18th Annual Regional HBCU Summit on Retention:

On behalf of the students, faculty, staff, administrators, and board of trustees of Bethune-Cookman University, I would like to commend the 18th Regional HBCU Summit on Retention coordinators and attendees.

The landscape of higher education continues to shift and evolve, and with that comes the challenge of how we retain and graduate our students. One of the highest priorities facing all HBCUs is retention. We can no longer afford to simply enroll students and hope they will be successful. It is our charge to implement strategies that will help guide them to success. All too often, we cling to educational programs and methodologies that are ineffective and do not produce desired results. Collectively, we must focus our energies on taking students from matriculation to graduation. Complacency will be to our detriment.

Unfortunately, continued budget cuts have caused many of our leaders to refocus their energies on saving our institutions as opposed to providing the best practices to serve our students. This dilemma, along with the challenges facing minorities in our country, makes this a critical time for those working with minorities in higher education.

As Bethune-Cookman University continually assesses the needs of those whom we serve, we are implementing policies and best practices that will assist our students to become more successful. This effort is grounded in the need to retain and graduate students who have been served well by our institution and who are prepared to be a part of the global economy. Since the last regional HBCU Summit on Retention, we have:

- Charged our faculty and staff to understand our student profile and engage students at their point of need in the classroom and beyond;
- Established a College of Undergraduate Studies;
- Reinforced our culture of accountability and high expectations through a system of quick response codes for customer service;
- Increased Professional Studies offerings through weekend, evening, and online courses;
- Developed a plan to increase student housing opportunities;
- Renovated our major student dining facility; and,
- Increased the workforce in the Office of Enrollment, Management, and Student Development.

It is our mission to develop global leaders committed to service, life-long learning, and diversity, and we are committed to providing experiences that will develop the next generation of leaders.

It is my sincere hope that this Summit will cultivate a conversation that answers the questions challenging our institutions. I pray that the knowledge you receive will positively transform the movement to save our HBCUs and promote the presence and development of minorities in higher education.

Sincerely,

Edison O. Jackson, Ed.D.
President



Mickey L. Burnim, Ph.D.
President

March 5, 2015

Greetings!

On behalf of Bowie State University, I am pleased to welcome you to the 18th Annual Regional HBCU Summit on Retention. This year's theme, "The Changing Face of HBCUs in the 21st Century," accurately describes the increased diversity of Bowie State University's campus.

While HBCUs were founded to educate and train African Americans, students of other races were also welcome to attend our institutions. Today, Bowie State and other HBCUs serve students from diverse backgrounds. As HBCUs respond to the nation's ambitious college completion agenda, our academic programs and affordability have made us attractive to all students seeking a comprehensive education. In recent years, HBCUs have established partnerships with countries such as Saudi Arabia that greatly increased the number of undergraduate and graduate international students enrolled in courses on our campuses. And in an effort to help our students become better prepared for a more competitive 21st century global marketplace, Bowie State and many other HBCUs are participating in a study abroad initiative with China, one of the world's leaders in education and global commerce.

Each of these "faces" presents opportunities and challenges for Bowie State University and other HBCUs to offer strong academic programs that will prepare everyone for a variety of workforce positions. Bowie State is ready to meet the challenges and offers a full repertoire of opportunities to meet the needs of all members of its diverse population. Our highest priority is academic excellence—the educational achievements of our students, including their intellectual growth, and the scholarly and pedagogical achievements of our faculty members.

Thank you for your continuing commitment to HBCUs as we maintain our commitment to providing high quality postsecondary educational experiences for all of our students. Let us continue to use every resource available to us to prepare them for the challenges of the global workplace in the 21st century and beyond.

Enjoy the Summit!

Sincerely,

Mickey L. Burnim



March 5, 2015

Greetings:

Welcome to the 2015 Annual Regional HBCU Summit on Retention. Central State University is proud to be a sponsoring member of this event, and we are delighted to join our sister institutions in identifying best practices for increasing student success, primarily focusing on freshmen.

This year's theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," underscores the importance of HBCUs in the 21st century. The successes of our students rely on preparing them for a world that is increasingly technological and diverse. Thus, this year's Summit will address best practices that encourage students to select majors/academic disciplines necessary in the 21st century. Those driving academic disciplines include science, technology, engineering, mathematics, and agriculture. In essence, the success of our students depends on the educational opportunities that we provide for them today.

On behalf of Central State University, I commend you for your commitment to preparing the next generation of scholars and professionals and hope that you engage fully in this Summit as we strive for the advancement of all students.

Sincerely,

A handwritten signature in cursive script that reads "Cynthia Jackson-Hammond".

Cynthia Jackson-Hammond
President

COPPIN STATE UNIVERSITY

March 5-7, 2015

Dear Colleagues,

On behalf of Coppin State University, I am pleased to support the 18th Annual Regional HBCU Regional Summit on Retention.

The theme of the Summit, “The Changing Face of HBCUs in the 21st Century,” is relevant, appropriate, and timely. It serves as recognition of one of the prevailing realities and reaffirms that all higher education constituents must be committed to developing strategies and solutions which increase the retention and graduation rates of our students.

I am confident that the dialogue at this Summit will provide a framework for the discussion of pertinent issues and the development of successful practices for retaining all students. It is my sincere hope that this conference will be productive and will make a difference when attendees return to their respective campuses. I also hope that the conference will define the context for the work needed to innovatively meet the challenges posed by the “changing face” of HBCUs.

Given the foregoing objectives, I extend my best wishes for another successful and rewarding Summit.

Sincerely,



Mortimer H. Neufville, Ph.D.
Interim President



Office of the President
2500 West North Avenue • Baltimore, Maryland 21216-3698 • Tel. (410) 951-3838 • Fax (410) 333-5369



DELAWARE STATE UNIVERSITY

Office of the President

March 5, 2015

Dear Colleagues:

On behalf of the administrators, faculty, and staff of Delaware State University, I welcome you to the 18th Annual Regional HBCU Summit on Retention. This Summit provides another opportunity for us to convene and exchange ideas and solutions regarding a critical issue plaguing the higher education arena – retention.

This year's theme, "The Changing Face of HBCUs in the 21st Century," will encourage dialogue regarding how we, as well as all other key stakeholders, must work collaboratively to ensure that our students matriculate successfully.

I extend best wishes for a successful and productive Summit, and I look forward to our working together to ensure that we, as a family of HBCUs, are better equipped to serve our students.

Sincerely,

Harry L. Williams, Ed.D.
President

HOWARD UNIVERSITY

Office of the President

March 5, 2015

Greetings Attendees:

On behalf of the students, faculty, staff, administrators, and board of trustees of Howard University, I extend a warm Bison welcome to each of you on the occasion of this year's Regional HBCU Summit on Retention. Please accept our heartiest congratulations for conceptualizing and organizing another inspiring series of activities marking the 18th year of developing, sharing, and implementing creative solutions to increase retention and persistence in this ever-changing landscape of higher education..

As sponsors of the Summit, it is critical that we strive to promote greater knowledge of, and pride in, our charge to creatively address best practices and strategies on the topic of retention rates. The students we serve are deserving of innovative solutions that might aid them in achieving their goals. Thus, this year's theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," directly advances the mission of securing our own legacy and the critical role that we play in this country's growth and development.

We stand ready to work with you to continue to advance a progressive agenda for our community. Please accept our best wishes for a productive Summit. I extend my appreciation to all conference partners for their continued support and participation in this meeting. I especially want to thank the conference leadership and staff for their continued dedication and hard work in enriching and diversifying the educational experiences of historically underrepresented students.

Sincerely,



Wayne A.I. Frederick, M.D., MBA
President

2400 Sixth Street, N.W. Suite 402
Washington, DC 20059



(202) 806-2500
Fax (202) 806-5934
www.howard.edu



March 5, 2015

Greetings,

It is my pleasure to welcome you to the 18th Annual Regional HBCU Summit on Retention, “Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century.” I am especially proud to serve as the keynote speaker for this year’s Opening Plenary Session.

As I ponder this year’s theme, I recognize the “changing face” of my university as our Division of International Affairs continues to grow and flourish. International students now represent nearly six percent of Morgan’s student population. Today, more than 500 students representing over 60 countries call Morgan their home. They hail from Saudi Arabia, Brazil, China, Nepal, Africa, Europe, the Caribbean, and all points in-between. We are also providing unprecedented opportunities for Morgan students to study abroad, including in China where I visited last year. The Chinese Government has agreed to fund 1,000 scholarships for students at Morgan, and other HBCUs, starting this summer.

While we embrace this “changing face” at HBCUs, improving retention and graduation rates at our HBCUs remains the top priority! Morgan has put into place strategic tracking and monitoring, academic coaching, mentoring programs, course redesign initiatives, and something that I refer to as “disruptive intervention” that have helped promote increases in retention and graduation rates. The result has been a marked improvement in our retention rate, up nine percentage points from 67 percent when I arrived in 2010 to 76 percent today—the highest the University has seen in thirty years, and just a fraction of a percentage point away from the highest retention rate that Morgan has ever recorded.

The dialogue around our “changing face” at this year’s Summit will provide a context for the ongoing discussion of pertinent issues, successful practices, and unique programs at our HBCUs. And, it is my sincere hope that this conference will be productive—a Summit that will make a difference when we return to our respective campuses.

Warm regards,

David Wilson
President



Office of the President
700 Park Avenue, Suite 520, Norfolk, Virginia 23504
Tel: (757) 823-8670 Fax: (757) 823-2342
Web: www.nsu.edu

March 5, 2015

Dear Colleagues:

On behalf of Norfolk State University, I extend greetings to the many educators, college leaders, education officials, and students attending the Eighteenth Annual Regional HBCU Summit on Retention.

The theme, “The Changing Face of HBCUs in the 21st Century,” is in direct alignment with retention efforts at our premiere institution. While Norfolk State University is excited about all of the positive student interventions taking place in our new Spartan Success Center, we never underestimate the critical role of faculty as we work to reach both retention and graduation goals. Accordingly, the collaboration among faculty and all other support staff across the campus is critical to student academic and non-academic success.

Evidence of our commitment to remaining relevant in the 21st Century can be seen in our new, state-of-the-art Nursing and General Education Building that opened January 2015. This incredible facility offers a variety of classroom designs, a technologically advanced lecture hall and auditorium, and a faculty lounge designed to give faculty who teach in the new building a place to work between classes. Faculty, staff, and students show their Spartan Pride as they schedule as many classes, meetings, and events in this facility as possible. With this and upcoming major infrastructure projects, Norfolk State University is more than ready to be a model for a 21st Century HBCU.

As performance-based funding remains a strategic priority, Norfolk State University is committed to an innovative enrollment management plan that promotes student recruitment, retention, satisfactory academic progress, and degree completion rates. Faculty are key to the success of this plan. Without a doubt, this Retention Summit provides an opportunity for faculty and administrators from Norfolk State to partner with individuals from other HBCUs in order to share best practices and work collaboratively for the good of all students.

Best wishes for a great conference.

Forging Onward,

Eddie N. Moore, Jr.
Interim President and CEO



James E. Lyons, Sr.
Interim President

March 5, 2015

Greetings!

to the

Eighteenth Annual Regional HBCU Summit on Retention

It is my pleasure to extend greetings to you on behalf of the trustees, administrators, staff, and students of the University of the District of Columbia. Welcome to the 18th Annual Regional HBCU Summit on Retention!

It has been my fortune to have participated over the years as Secretary of Higher Education for the State of Maryland and as a university administrator. During these days of greater accountability, we must continue to dialogue about student retention and student success.

This year's theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," is really a call to action for all of our institutions. Our efforts at continuous improvement are more important now than they have ever been.

I applaud all of you for your dedication to this cause. You have my best wishes for a successful Summit. I look forward to hearing about best retention practices as we all embrace a challenging future.

Sincerely,

James E. Lyons



UNIVERSITY OF MARYLAND EASTERN SHORE
Office of the President

March 5, 2015

Dear Colleagues:

The University of Maryland Eastern Shore (UMES) extends to you a warm Hawk welcome to the Eastern Shore of Maryland! I am delighted to present greetings to you on the occasion of the 18th Annual Regional HBCU Summit on Retention.

Within the State of Maryland, institutions of higher education have been tasked to aid and support our citizens in the achievement of a 55% degree completion rate. The discussions on this year's summit theme, "Improving Retention at HBCUs: The Changing Face of HBCUs in the 21st Century," should provide valuable information to help us meet this goal. We welcome the opportunity to share ideas and best practices to prepare for the "changing face" of HBCUs. The 18th Annual Regional HBCU Summit on Retention serves as a forum for the review and discussion of the empirical data that support and add validity objectives and challenges. We look forward to the discussions on this topic.

This HBCU Summit serves as a reminder to encourage and empower its participants to continue to improve their efforts at retaining students. It is my hope that we will convince our home campuses that the responsibility for retention rests on the shoulders of everyone involved in higher education. We are indeed accountable for preparing our students and guiding them to successful matriculation.

It is with complete commitment to your purpose that I wish you and your colleagues a meaningful Summit.

Sincerely,

Juliette B. Bell, Ph.D.
President

JBB:cm



VIRGINIA STATE UNIVERSITY
VIRGINIA STATE UNIVERSITY, VIRGINIA 23806

OFFICE OF THE PRESIDENT
(804) 524-5070

FAX (804) 524-6506
TDD (804) 524-5487

March 05, 2015

Dear Colleagues,

It is a pleasure to extend greetings to those attending the 18th Annual Regional Historically Black Colleges and Universities (HBCU) Summit on Retention. This year's theme, "**The Changing Face of HBCUs in the 21st Century**," is not only astute but befitting. Today's world evolves from change, whether in business, technology, or education. In order for all to grow and enhance, people must be receptive to transformation.

Through perseverance, dedication, and determination, the Regional HBCU Summit on Retention has worked hard to encourage students to accomplish educational goals. It is pertinent for all to continue working together, developing ideas and strategies to retain our students and to ensure their success in receiving a high quality education. Virginia State University proudly supports this event and is honored to be involved once again with other devoted professionals.

It is my hope that all attending this year's Summit will be enlightened, inspired, and empowered to continue fulfilling a commitment to education for current and future students. Just as an old African proverb says, "*It takes a village to raise a child*," it also takes the wisdom and insight of all affiliated with the Regional HBCU Summit on Retention to help students achieve success.

Best wishes for a successful summit.

Sincerely,

A handwritten signature in black ink, appearing to read "Pamela V. Hammond".

Pamela V. Hammond
Interim President



Lawrence J. Hogan, Jr.
Governor

Boyd K. Rutherford
Lt. Governor

Anwer Hasan
Chairperson

Jennie C. Hunter-Cevera
Secretary

March 5, 2015

Dear Colleagues:

On behalf of the Maryland Higher Education Commissioners (MHEC) and staff, we are honored to be a sponsor of this year's Regional HBCU Summit on Retention. As the agency's new Secretary, I am well aware of the founding history of this auspicious Summit and the role we played at its inception.

As colleges and universities continue to compete in this competitive global marketplace, it is critical that we continue to have the Regional HBCU Summit on Retention until we have 100% achievement in retention and graduation rates among all of our students in pursuit of advancement. The complex and competitive 21st Century job market is fierce with new technology and demands on a daily basis for new skill sets, and we must respond and adapt to these changes in new and creative ways if we are going to retain and graduate our students.

My hope for this Summit is that it provides opportunities for sharing best practices in how institutions are embracing the future with student support, innovative curricula, and forward thinking with the confidence of convincing students to stay in school, graduate, and be prepared and equipped for what is ahead in the global job market.

Be assured that MHEC will continue its collaborative mission to empower students and the institutions that serve them.

Sincerely,

Jennie C. Hunter-Cevera, Ph.D.
Secretary of Higher Education



OFFICE OF THE CHANCELLOR

March 5, 2015

Dear Friends and Colleagues,

It is my pleasure to welcome you to the Eighteenth Annual HBCU Summit on Retention. During this Summit—as administrators, faculty, students, and leaders from government and business come together to explore the issue of retention of African American students in colleges and universities—successful retention programs will be studied and methods to increase the success of African-American students in higher education will be examined. On behalf of the University System of Maryland, we are proud to cosponsor this important event.

The theme of this year's Summit, "The Changing Face of HBCUs in the 21st Century," underscores the importance of taking a comprehensive approach as we work to overcome the challenges we face. As you know, the University System of Maryland maintains a strong commitment to fostering academic success among African American students, especially through our historically black institutions: Bowie State University, Coppin State University, and the University of Maryland Eastern Shore. In addition, both our Strategic Plan—Powering Maryland Forward—and our ongoing Achievement Gap initiative emphasize the importance of overcoming the academic success gaps based on race, gender, and income that exist at our institutions. Initiatives and ideas discussed at this Summit will no doubt help guide us in these critical efforts.

This Summit, focused on the study and implementation of successful programs and "best practices," will serve to advance our efforts and enhance the success of African American students in higher education. I extend my best wishes for a successful and productive Summit and look forward to the continued progress we will make by working together in partnership.

Sincerely yours,

A handwritten signature in black ink that reads "William E. Kirwan".

William E. Kirwan
Chancellor

1907
University of Maryland,
Baltimore

1956
University of Maryland,
College Park

1965
Bowie State University

1966
Towson University

1986
University of Maryland
Eastern Shore

1898
Frostburg State University

1900
Coppin State University

1925
Salisbury University

1925
University of Baltimore

1925
University of Maryland
Center for Environmental
Sciences

1947
University of Maryland
University College

1966
University of Maryland,
Baltimore County

1985
University of Maryland
Biotechnology Institute

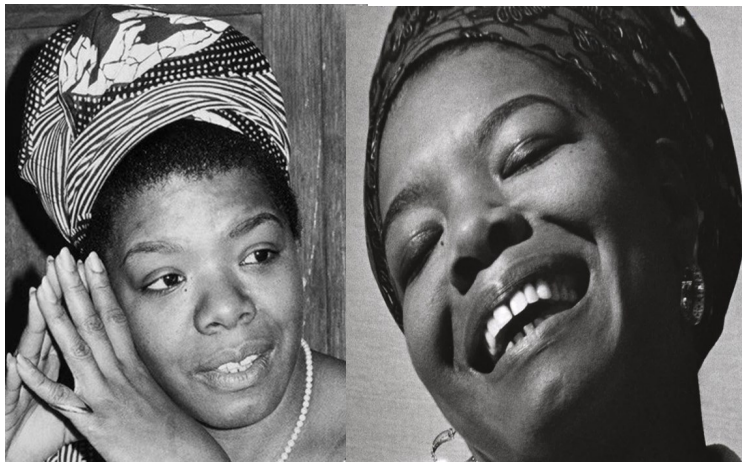


Maya Angelou

Born Marguerite Ann Johnson



***If you don't like something,
change it. If you can't
change it,
change your attitude.***



My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.

Ruby Dee

Born Ruby Ann Wallace



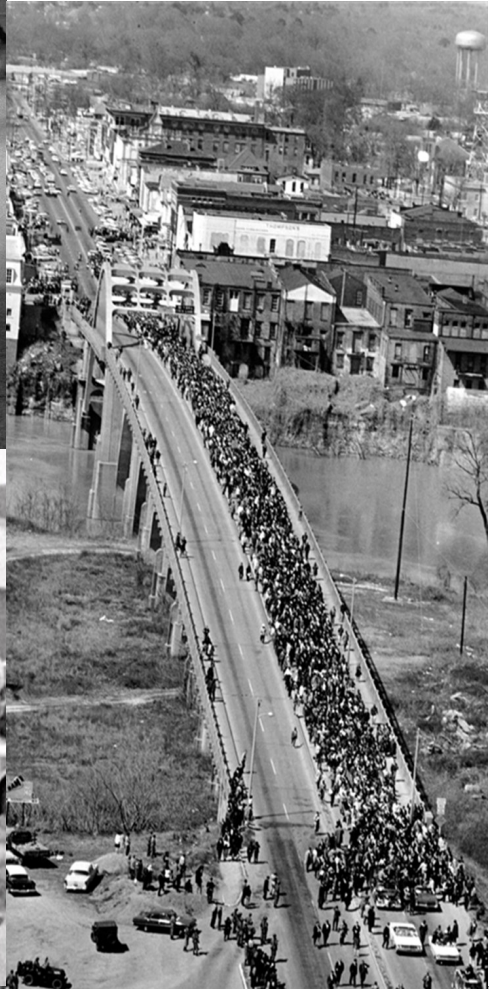
***The greatest gift is not
being afraid to
question.***

***God, make me so
uncomfortable that
I will do the very thing
I fear.***



Selma 50 Years

Marching to the 50th, One Vote At A Time







Multi-talented barely seems to cover the depth and breadth of the accomplishments of Maya Angelou, an African American autobiographer, historian, lecturer, journalist, singer, and actress. Born in St. Louis, MO, in 1928, as Marguerite Annie Johnson, Angelou had a difficult childhood. Her parents split up when she was very young, and she and her older brother Bailey were sent to live with their father's mother, Anne Henderson, in Stamps, AK. Angelou experienced firsthand racial prejudices and discrimination in Arkansas. Angelou, who refused to speak for much of her childhood, revealed the scars of her traumatic past in *I Know Why the Caged Bird Sings*, the first of a series of memoirs.

During World War II, Angelou moved to San Francisco, CA, where she won a scholarship to study dance and acting at the California Labor School. In 1944, Angelou gave birth to a son, Guy, thereafter working a number of jobs to support herself and her child. In 1952, the future literary icon wed Anastasios Angelopoulos, from whom she took her professional name—a blend of her childhood nickname, "Maya," and a shortened version of his surname.

In the mid-1950s, Angelou's career as a performer began to take off. She landed a role in a touring production of *Porgy and Bess*, later appearing in the off-Broadway production *Calypso Heat Wave* (1957) and releasing her first album, *Miss Calypso* (1957). A member of the Harlem Writers Guild and a civil rights activist, she organized and starred in the musical revue *Cabaret for Freedom*, as a benefit for the Southern Christian Leadership Conference. In 1961, Angelou appeared in an off-Broadway production of Jean Genet's *The Blacks* with James Earl Jones, Lou Gossett Jr., and Cicely Tyson. She spent much of the 1960s abroad, living first in Egypt and then in Ghana, where she worked as an editor and a freelance writer.

After returning to the U.S, Angelou was urged by James Baldwin to write about her life experiences. Her efforts resulted in the enormously successful 1969 memoir, *I Know Why the Caged Bird Sings*, which made literary history as the first nonfiction best-seller by an African American woman. After publishing *Caged Bird*, which made her an international star, Angelou continued to break new ground. She wrote *Georgia, Georgia* in 1972 - becoming the first African American woman to have her screenplay produced - and went on to earn a Tony Award nomination for her role in the play *Look Away* (1973) and an Emmy Award nomination for her work on the television miniseries *Roots* (1977).

Angelou wrote several autobiographies, including *All God's Children Need Traveling Shoes* (1986) and *A Song Flung Up to Heaven* (2002). She also published several collections of poetry, including *Just Give Me a Cool Drink of Water 'Fore I Die* (1971), which was nominated for the Pulitzer Prize. One of Angelou's most famous works, the poem "On the Pulse of Morning," was written especially for and recited at President Bill Clinton's inaugural ceremony in January 1993. Angelou went on to win a Grammy Award (best spoken word album) for the audio version of the poem. Seeking new creative challenges, Angelou made her directorial debut in 1998 with *Down in the Delta*. She also wrote a number of inspirational works, from the essay collection *Wouldn't Take Nothing for My Journey Now* (1994) to her advice for young women in *Letter to My Daughter* (2008).

Angelou received numerous accolades, including the Chicago International Film Festival's 1998 Audience Choice Award and a nod from the Acapulco Black Film Festival in 1999 for *Down in the Delta*; and two NAACP Image Awards in the outstanding literary work (nonfiction) category for her 2005 cookbook *Hallelujah! The Welcome Table: A Lifetime of Memories With Recipes* and her 2008 *Letter to My Daughter*.

Maya Angelou died on May 28, 2014, at her home in Winston-Salem, NC, at age 86. President Barack Obama called Angelou "a brilliant writer, a fierce friend, and a truly phenomenal woman." He also wrote that Angelou "had the ability to remind us that we are all God's children; that we all have something to offer."



Born in Cleveland, OH, in 1922, Ruby Dee, an American actress, screenwriter, activist, and journalist, grew up in Harlem and joined the American Negro Theatre in 1941. Dee was well known for collaborations with her husband, actor Ossie Davis. Dee's film career spanned a generation and included 1950's *The Jackie Robinson Story*, 1961's *A Raisin in the Sun* and 1988's *Do the Right Thing*. In 2008, Dee received her first Oscar nomination for playing Mama Lucas in the hit film, *American Gangster*.

Ruby Dee enjoyed a tremendous career on the stage, on television, and in film. She began studying her craft at the American Negro Theatre. She also attended Hunter College. Dee had her first major career breakthrough in 1946, when she took the title role in the ANT's Broadway production of *Anna Lucasta*. That same year, she met actor Ossie Davis while performing in the play *Jeb*. The couple later married and had three children. Dee soon landed some film roles, including playing the wife to a baseball great in *The Jackie Robinson Story* (1950).

In 1959, Dee landed a starring role on Broadway in Lorraine Hansberry's play *A Raisin in the Sun*. She earned great acclaim for her portrayal of Ruth Younger. Sidney Poitier played her husband. Dee joined forces with her husband to appear in the play *Purlie Victorious*, written by Davis, who also co-starred in it. The couple was also very active in the Civil Rights Movement, participating in marches and speaking out for racial equality. Both Dee and Davis were friends of Malcolm X and Martin Luther King, Jr.

In 1968, Dee co-wrote the screenplay for *Up Tight!*. She also starred in this drama. On the small screen, Dee appeared on the popular primetime soap opera *Peyton Place*, and later had her own series on public television with her husband: *With Ossie & Ruby*. Through the 1970s and '80s, Dee gave a number of stellar performances, picking up Drama Desk and Obie awards for the 1970 play *Boesman and Lena* and an Emmy Award nomination for her role in the 1979 miniseries, *Roots: The Next Generation*. She also wrote the book and lyrics for the musical *Take It from the Top!*, for which her son, Guy, composed the music.

In the early 1980s, Dee starred as author Zora Neale Hurston in the play *Zora Is My Name*. She and her husband both won positive notices for their work with director Spike Lee on his film *Do the Right Thing* (1989). In 1991, she won an Emmy Award for her work on the television movie *Decoration Day*. In 1998, Dee and her husband published *With Ossie and Ruby: In This Life Together*, a look at their life experiences during their 50 years of marriage. Dee also wrote and performed the one-woman show *My One Good Nerve* around this time.

Dee suffered a tremendous loss in 2005, when her husband, Ossie Davis, died unexpectedly. She had been away, filming a movie in New Zealand, at the time of his death; Davis had been working on a film entitled *Retirement*. That same year, Dee and Davis won a Grammy Award (best spoken word album) for the audio version of *With Ossie and Ruby*. Continuing to work, despite her grief, Dee delivered one of her great performances in 2007's *American Gangster*. For her work, she received an Academy Award nomination and won a Screen Actors Guild Award.

Dee continued to perform into her 90s. In 2013, Dee narrated the Lifetime original movie *Betty and Coretta* (2013), which followed the lives of Coretta Scott King and Betty Shabazz, after the assassinations of their husbands.

On June 11, 2014, Dee died of natural causes at her home in New Rochelle, NY, at age 91.



Remembering the March That Gave Us Our Voice

From Selma to Montgomery: In 1965, only 130 of 15,000 African Americans living in and around Selma, Alabama, were registered voters. Designed to change this glaring racial inequality, the marches of the Selma Voting Rights Movement held in March 1965 became a high point in the Civil Rights Movement. Led by the Student Nonviolent Coordinating Committee (SNCC) and the Southern Christian Leadership Conference (SCLC), the marches demonstrated against the violence and economic penalties experienced by Blacks who attempted to register to vote. News coverage of the marches created widespread public support for voting law reforms, culminating in the Voting Rights Act of 1965 signed by President Lyndon B. Johnson on August 6, 1965.

The first of the marches took place on March 7, 1965, a day that became known as “Bloody Sunday.” Led by John Lewis of the SNCC, 600 protestors proceeded to march across the Edmund Pettus Bridge in Selma, but were blocked by state troopers. Ordering the marchers to disperse, police attacked the crowd using tear gas and night sticks, severely injuring more than 50 demonstrators.

On March 9, Martin Luther King, Jr., led 2,500 protestors on a ceremonial march to the bridge. After a short prayer session the marchers turned around, thereby obeying a court order against demonstrators. Two weeks later, on March 21, armed with a federal injunction against police intervention and protected by Alabama National Guardsmen, 3,200 demonstrators left Selma on a 54-mile march to Montgomery. Five days later, 2,500 people arrived at the steps of the Alabama State Capitol in Montgomery, where Dr. King delivered the speech “How Long, Not Long.”

Remembering Those Who Marched for Our Rights



BIOGRAPHICAL SKETCH



Clayton Steen has served as the Assistant Vice President for Enrollment Management at Bowie State University since June 2013. He oversees the offices of Admissions, Financial Aid, and the Registrar in support of the educational and co-curricular needs of the students at Bowie State. During Dr. Steen's tenure, student enrollment has increased to its highest level during a period when many other institutions (in particular HBCUs) have seen a decline in enrollment.

With 18 years of experience in higher education, mostly in the area of enrollment, Dr. Steen's expertise is primarily in admissions. Prior to his appointment at Bowie State University, he served as Senior Manager for Enrollment Performance Management for U.S. Campuses and Field Recruitment at Laureate Education, Inc. He has also served as Director of Enrollment for Graduate and Professional Studies at Stevenson University in Maryland and Director of Advance Accelerated and MBA Programs at D'Youville College in Buffalo, NY. In addition to his professional endeavors in enrollment management, Dr. Steen has also taught as an adjunct instructor in Master of Science in Education programs since 2002.

Dr. Steen earned a Doctor of Education in Education, Leadership and Policy, Culture and Society from the State University of New York at Buffalo and a Master of Science in Education in Curriculum and Instruction from Medaille College in Buffalo, NY. Dr. Steen is active in many organizations, including the American Research Association (AERA) and the National Association of Student Personnel Administrators (NASPA). He also enjoys serving as advisor for the Bowie chapter of the National Society of Leadership and Success.



BIOGRAPHICAL SKETCHES



Yvette Wimberly is the Dean of Enrollment Management at Arkansas Baptist College in Little Rock, AR. She is also responsible for Student Success, Student Services, Default Management, and Retention. Dr. Wimberly served as team lead in keeping the College financially sustainable during the Heightened Cash Management Process 2 (HCM2).

Dr. Wimberly received an A.A. degree in English from Southern University-Shreveport in 2000, a B.S. degree in Organizational Management from Central Baptist College in 2005, an M.S. in Higher Education from Arkansas Tech University in 2007, and a Ph.D. in Urban Leadership and Higher Education from Jackson State University in 2009. Her dissertation focused on student success and retention as it relates to academic and non-academic factors. Her extensive research allowed her to develop programs and activities that have kept students motivated and involved in leadership, service, and their academic endeavors.

Dr. Wimberly led an Arkansas Baptist Church team that was responsible for decreasing the financial aid default rate. The team's efforts helped the President and the Chief Financial Officer to receive a \$30-million dollar loan that brought the school out of debt.



Cynthia Hill works as the Director of Web-Enhanced/Online Programs as well as with Institutional Advancement/External Affairs at Arkansas Baptist College in Little Rock, AK. From October 2013 through October 2014, Dr. Hill was an integral part of the Heightened Cash Management Team at Arkansas Baptist College. Key accomplishments include the successful submission of six Heightened Cash Management 2 (HCM2) requests.

Dr. Hill received degrees in Commercial Art and Spanish from Ouachita Baptist College in 1989. She also received a master's degree in Higher Education/Student Personnel Services and an Educational Specialist degree in Adult Education/Human Resource Management from the University of Arkansas in Fayetteville, where she served as an Academic Counselor assisting in the development of academic support plans for student athletes. In 1992, Dr. Hill served as a Program Coordinator for Student Outreach and Academic Resources program.

In August 2005, Dr. Hill was awarded the doctorate in Human Resource Management and Adult Education from the University of Arkansas. Her dissertation research focused on barriers to education for minorities.

Dr. Hill is married to Dr. Fitzgerald Hill, and they have two daughters, Destiny and Faith, and a son, Justice.



BIOGRAPHICAL SKETCH



Derrick M. Bullock, Retention Coordinator for the College of Professional Studies at Bowie State University, earned a Doctor of Education from Morgan State University, a Master of Social Work degree from Howard University, and a Bachelor of Arts in Political Science and African-American Studies from the University of Maryland, Baltimore County.

He is a dedicated educator with a proven track record of improving the educational outcomes of diverse student populations. Dr. Bullock has extensive professional experience in higher education in the areas of academic services, enrollment management, mental health services, and multicultural and student affairs.

Dr. Bullock's career is influenced by his professional mantra: "Children should feel safe in their homes." This philosophy has led Dr. Bullock to become actively involved in community organizing and to serve on several committees aimed at providing services for children and families in need. These committees include the Baltimore City Public Schools Education Work Group and the Family League of Baltimore City Youth Development Committee.

In 1999, Dr. Bullock helped to create and manage the Project Success Youth Center. This center provides after-school, summer camp, youth enrichment, and family preservation services to children and families in the Pimlico/Park Heights communities in Baltimore City, Maryland. In 2009, Dr. Bullock created *LIFE* Counseling Services in collaboration with the Restoring Life International Church. *LIFE* provides mental health services to individuals and families. *LIFE* also provides Christian Counseling certification courses through the American Association of Christian Counselors and is state-certified through the Maryland Board of Social Work Examiners to provide Continuing Education Units (CEUs) for trainings, seminars, and workshops.

Dr. Bullock believes that the two main keys to success are to know who you are and always remain true to self. He uses this philosophy to mentor many young men and women to reach their potential, achieve their goals, and fulfill their dreams.



Dorsha Goodman, Coordinator of Freshman Advising and Freshman Seminar classes, joined Bowie State University in 2012. She holds a master's degree in Urban and Community Guidance and Counseling and a bachelor's degree in Interdisciplinary Studies from Norfolk State University. She is currently a doctoral candidate in Higher Education at Morgan State University and anticipates completing her research in 2015.

Ms. Goodman has over ten years of experience in higher education instruction, academic advising and retention counseling at both community and four-year colleges. Her career experience includes time at Norfolk State University, Old Dominion University, University of Maryland College Park, and Anne Arundel Community College.

An active professional, Ms. Goodman is a member of several organizations, including the National Academic Advising Association and the National Council on Black American Affairs. In addition, Ms. Goodman successfully completed the 2013 Dr. Carolyn Grubbs-Williams Leadership Development Institute for African American Mid level Administrators.



BIOGRAPHICAL SKETCH



Shawna Acker-Ball is the Director of Academic Affairs for the Maryland Higher Education Commission (MHEC). The Division has regulatory oversight for 57 in-state colleges and universities, over 150 private career schools, numerous out of state-online institutions, and is the Maryland State Approving Agency for Veterans Affairs.

Dr. Acker-Ball has built a career in higher education for 25 years and has a background in a variety of capacities: higher education policy administration, competency based education, curriculum development and assessment, online program delivery, and course instruction. Her background in higher education and experience in the implementation of policy and academic programs on college campuses allows her to perform her role as Director of Academic Affairs with a greater understanding of the influence higher education institutions and private career schools have in preparing the workforce.

Dr. Acker-Ball seeks to foster collaborative relationships with entities that can provide diverse and sustainable academic and workforce programs for the citizens of Maryland. She earned a Bachelor of Arts in Psychology from Spelman College, a Master of Arts in Human Resource Development from Bowie State University, and a Doctor of Philosophy in Higher Education Administration from the University of Maryland College Park.



BIOGRAPHICAL SKETCH



Johnny C. Taylor, Jr., named one of the “Power 100” by Ebony Magazine in its 2011 list of the 100 most influential African Americans, is the President and CEO of the Thurgood Marshall College Fund (TMCf), the only national organization representing nearly 300,000 students attending this country’s 47 *publicly-supported* Historically Black Colleges and Universities (HBCUs). With approximately 80% of all HBCU students attending TMCf member-schools, Mr. Taylor leads an organization responsible for providing this country with a robust and diverse pipeline of talented workers and future leaders.

Immediately prior to assuming the presidency of TMCf, Mr. Taylor worked as a senior executive for IAC/InterActiveCorp – first as its Senior Vice President of Human Resources and then as the President & CEO of one of IAC’s operating subsidiaries. Before joining IAC, Mr. Taylor’s career spanned nearly 15 years as Litigation Partner and President of the human resources consulting business for the McGuire Woods law firm; Executive Vice President, General Counsel and Corporate Secretary for Compass Group USA; General Counsel and Senior Vice President of Human Resources for Viacom subsidiary, Paramount Pictures Live Entertainment Group; and Associate General Counsel and Vice President of Human Resources for Viacom subsidiary, Blockbuster Entertainment Group.

Mr. Taylor, an Isaac Bashevis Singer Scholar and honors graduate of the University of Miami, went on to earn a Master of Arts (Honors) from Drake University and a Doctor of Jurisprudence (Honors) from the Drake Law School, where he served as Research Editor of the *Drake Law Review* and argued on the National Moot Court Team. He is licensed to practice law in Florida, Illinois, and Washington, DC, and holds a Senior Professional in Human Resources certification.

Mr. Taylor, who currently serves on the corporate board of Gallup, a leader in organizational consulting and public opinion research, also volunteers his time to several not-for-profit boards, including serving as Former Chairman of the Society for Human Resource Management (SHRM), one of the world’s largest professional associations with 250,000 members in over 100 countries; and a member of the Board of Trustees of The Cooper Union, one of the most selective colleges in the United States with an acceptance rate typically below 10%. The Cooper Union is one of the nation’s oldest institutions of higher learning, dedicated exclusively to preparing students for the professions of art, architecture, and engineering. He is also a proud member of Kappa Alpha Psi Fraternity, Inc.



BIOGRAPHICAL SKETCH



David Wilson, the 12th president of Morgan State University, has a long record of accomplishment and more than 30 years of experience in higher education administration. Dr. Wilson holds four academic degrees: a B.S. in political science and an M.S. in education from Tuskegee University; and an Ed.M. in educational planning and administration and an Ed.D. in administration, planning, and social policy from Harvard University. He came to Morgan from the University of Wisconsin, where he was chancellor of both University of Wisconsin Colleges and the University of Wisconsin–Extension. Prior to these positions, he held numerous other administrative posts in academia, including vice president for University Outreach and associate provost at Auburn University, and associate provost of Rutgers, the State University of New Jersey.

Dr. Wilson's tenure as Morgan's president, which began on July 1, 2010, has been characterized by great gains for the University. Among the many highlights are procurement of the University's largest-ever research contract; a \$28.5-million, five-year contract from NASA; inclusion of Morgan as one of the recipients of a \$129-million energy innovation research grant to Penn State University; new construction on campus valued at \$234 million; a significant expansion of study abroad opportunities for Morgan students; and the continuation of Morgan's tradition of producing Fulbright Scholars.

Dr. Wilson has authored two books and more than twenty articles published in scholarly journals. His many honors and recognitions include being named one of the nation's top 100 leaders in higher education by the American Association of Higher Education in 1998; being selected as one of *The Daily Record* newspaper's Influential Marylanders for 2011; and, being honored by the University of Alabama with an award for outstanding leadership in engaged scholarship in April 2011. Dr. Wilson serves on numerous boards of directors including the Greater Baltimore Committee, the United Way of Central Maryland and the Maryland Longitudinal Data System Center.

Dr. Wilson's educational philosophy is to put the students' experience first. And as a leader, he says, "I have always tried to create an atmosphere where I work so that people do not see what they do as a job – it's a calling."



BIOGRAPHICAL SKETCH



Michael J. Sorrell is the 34th President of Paul Quinn College (PQC). Under his leadership, the institution is experiencing one of the greatest turnarounds in the history of higher education. President Sorrell's vision is to permanently transform PQC into a nationally elite small college by focusing on entrepreneurship, academic rigor, and servant leadership.

Among the school's numerous accomplishments during President Sorrell's seven-year tenure have been winning the 2011 HBCU of the Year, the 2012 HBCU Student Government Association of the Year, and the 2013 HBCU Business Program of the Year awards; being recognized as a member of the 2013 President's Higher Education Community Service Honor Roll; demolishing 15 abandoned campus buildings; partnering with PepsiCo to transform the unused football field into the two acre "WE over Me Farm"; achieving full-accreditation from the Transnational Association of Christian Colleges and Schools (TRACS); rewriting all institutional fundraising records (including the most seven-figure gifts in school history; and restructuring the curriculum.

President Sorrell received his J.D. and M.A. in Public Policy from Duke University and is currently a doctoral student at the University of Pennsylvania. During his tenure in law school, he was one of the founding members of the *Journal of Gender Law and Policy* and served as the Vice President of the Duke Bar Association. President Sorrell was a recipient of the Sloan Foundation Graduate Fellowship, which funded his studies at both Harvard University's Kennedy School of Government (as a graduate fellow) and Duke University. He graduated from Oberlin College with a B.A. in Government.

Among the entities for which President Sorrell serves as a trustee or director are Duke University's Sanford School of Public Policy, the College Board, the Center for Minority Serving Institutions at the University of Pennsylvania, Amegy Bank, Teach for America, the Dallas Regional Chamber, the Tate Distinguished Lecture Series, and the Department of Education Policy and Leadership for the Simmons School of Education at SMU. President Sorrell was named the 2012 HBCU Male President of the Year by HBCU Digest and selected as a member of the "Root 100" (a list of the top 100 emerging leaders in America) by the *Root On-line Magazine*. He received the Excellence in Education Distinguished Alumni Award from his high school, St. Ignatius College Prep in Chicago, Illinois; the A. Kenneth Pye Award for Excellence in Education from the Alumni Association of Duke University's School of Law; and the TRACS Leadership Award. The Dallas Historical Society has honored President Sorrell for Excellence in Educational Administration. The NAACP, Heart House, the Dallas Furniture Bank, and the Boys & Girls Clubs of Dallas have also recognized him for his civic leadership. He is a past recipient of the Dallas Urban League's Torch for Community Leadership and both the President's and C.B. Bunkley Awards from J.L. Turner for his outstanding contributions to the Dallas legal community. Additionally, in 2002 the Dallas Business Journal named him one of Dallas' Forty Under 40 and in 2011, the same periodical awarded him a Minority Business Leaders Award. President Sorrell is also a life member of Kappa Alpha Psi Fraternity, Inc.

President Sorrell is a sought-after writer and speaker. Additionally, his TEDx talk on the New Urban College model is critically acclaimed.

President Sorrell is married to the former Natalie Jenkins. They have one son, Michael Augustus, and are expecting a daughter in February.



BIOGRAPHICAL SKETCH



John T. Wolfe, Jr., Associate Vice Chancellor for Academic Affairs/Diversity and Academic Leadership Development for the University System of Maryland, holds a M.S. in English Education and a Ph.D. in linguistics from Purdue University. He also holds a B.Ed. in English-Education from Chicago Teachers College.

Dr. Wolfe's career spans more than 48 years in the U.S. and abroad where he has served as a middle and high school English teacher, college basketball coach, manager, tenured faculty member, academic administrator, consultant, executive director of the National PUSH/Rainbow Coalition, and President of Kentucky State University and Savannah State University. Through these positions he has gained knowledge, experience, and transferable skills covering a range of organizational levels, within and across units and divisions in higher education institutions, as well as public and private sector organizations and corporations.

Professionally, Dr. Wolfe recently completed 40 hours of Mediation Training in the Center for Alternative Dispute Resolution in Maryland. He has served as co-chair of the Washington Regional Taskforce Against Campus Prejudice and is a past chair of the Historically Black Colleges and Universities Regional Summit on Student Retention. Dr. Wolfe has also served as president of the 60-year-old Higher Education Group of Washington, DC. He has held fellowships with the Gulf Oil Faculty Forum, National Endowment for the Humanities, and the American Council on Education. He has been honored as an Old Master by Purdue University and inducted into the Washington, DC Urban League's Senior Hall of Fame.

Based on a developing expertise, he created and has operated his consulting firm, AGESS, Inc., for more than 45 years. His avocations include photography, golf, cycling, jazz, reading science (physics, biology, and technology), and African American literature. He is currently completing edits on a book chapter dealing with diversity in HBCUs that will be published later this year.



The Regional HBCU Summit on Retention: The Origin



The Regional HBCU Summit on Retention came into existence in 1998, as the result of a vision by Dr. Nathanael Pollard, Jr., eighth President of Bowie State University. The nation was then, as it had been for years, wrestling with the issue of low graduation and retention rates, observed by many to be disproportionate among African American and other minority students. Dr. Pollard challenged the Office of the Provost and Senior Vice President for Academic Affairs to develop a vehicle through which Bowie State University and other HBCUs, particularly in the State of Maryland, and the region could develop, share, and implement creative solutions to the problem of student attrition. In his words,

“For us to do any less will have enormous negative consequences for the future of a generation expected to accept the responsibilities of leadership in the new millennium.”

The challenge was accepted in 1997. Dr. Virginia Guilford, Associate Vice President for Academic Affairs; Dr. Anne L. Gaskins-Nedd, Assistant Vice President for Academic Affairs and Dean of the University College of Excellence; Dr. Joan S. Langdon, Dean of the School of Arts and Sciences; and Dr. Nagi Wakim, Associate Provost and Director of the Model Institutions for Excellence Initiative (MIE) met and devised a plan. Under the leadership of Dr. Guilford, the plan was implemented, and the HBCUs in the State and the region as well as other organizations concerned about student retention were invited to become sponsors of the Summit.

The Model Institutions for Excellence Initiative became the Summit's first non-institutional sponsor. As the umbrella for the MIE Initiative, NASA's Goddard Space Flight Center was a strong supporter of the Summit. The University of the District of Columbia (UDC) was the first institution to join Bowie State University as a sponsor. Dr. James R. Preer, Assistant Provost for Academic Programs and Research, and Dr. Beverly J. Anderson, Acting Provost and Vice President for Academic Affairs, were the primary UDC representatives. Shortly after UDC accepted the challenge, The University of Maryland Eastern Shore (UMES) and Coppin State College (CSC) became sponsors. Dr. Diann Showell, Director of Academic Support Services and General Studies; Dr. Susan Harrington, Assistant Professor of English; and Dr. Ron Forsythe, Assistant Professor of Computer Science, were the principal representatives for UMES. Ms. Tendai Johnson, Director of Institutional Research, and Dr. Joyce Williams, Registrar, represented CSC.

The Maryland Higher Education Commission (MHEC) became the second non-institutional sponsor. Dr. Pamela G. Arrington, Senior Staff Specialist, served as the MHEC representative. Morgan State University, the fifth institution to come on board, was represented by Dr. Jay Carrington Chunn, Associate Vice President for Academic Affairs, and Dr. Jacqueline Martin, Director, Student Support Services.

The chief executive officers for each sponsoring body have been invited to participate in the Summit each year. The 1998 HBCU Presidents were Dr. Nathanael Pollard, Jr., Bowie State University; Dr. Calvin W. Burnett, Coppin State College; Dr. Earl S. Richardson, Morgan State University; Dr. Julius F. Nimmons, Jr., University of the District of Columbia; and Dr. Dolores R. Spikes, University of Maryland Eastern Shore. The Secretary of the Maryland Higher Education Commission was Dr. Patricia S. Florestano, who attended the Summit each year until her retirement from the Commission in 2001. Dr. Nimmons has the distinction of attending the Summit during each of the years of his tenure as President of the University of the District of Columbia.



Dr. Virginia Guilford was the Founding Chair of the Regional HBCU Summit on Retention. Under her guidance, a team primarily composed of the institutional representatives articulated the purpose of the Summit and developed its overarching theme, “Improving Retention at HBCUs in the New Millennium.”

The original purpose of the Summit was “to provide opportunities for representatives of all groups concerned about the persistence of African American students in higher education to come together to (1) address the problem of retention of African American students in colleges and universities; (2) celebrate successful retention programs in higher education; and (3) propose action plans to increase the persistence of African American students in higher education.” In more recent years, the purpose has been broadened to include other minority students.

Each year the Summit has a different sub-theme that focuses the retention discussion for that year. The theme for the 1998 Summit was “Improving Retention at HBCUs in the New Millennium: Campus Responsibilities and Response.” This year’s sub-theme is “The Changing Face of HBCUs in the 21st Century.”

The Summit site has been Ocean City, Maryland, since 1998. During the planning phase for the first Summit, Dr. Diann Showell suggested that the Steering Committee consider Ocean City, a location that has served the Summit well.

During the next eight years, several other institutions became sponsors. By 2001, Central State University (CSU), Delaware State University (DSU), and Virginia State University (VSU) had become sponsors. Benedict College (BC) and Norfolk State University (NSU) followed in 2002, the University System of Maryland (USM) in 2004, and Howard University (HU) and Bethune-Cookman College (B-CC) in 2005. The principal institutional representatives during the initial year of each sponsor’s association with the Summit were Dr. Paul Cook, Assistant Professor of History and Director of Faculty Development, and Mr. Lee Ingham, Assistant Professor, Humanities Department, and Director of the First Year Experience (CSU); Dr. Dorothy Talbert-Hersi, Assistant Vice President of Student and Academic Support Services and Acting Director for the Wilmington Campus (DSU); Dr. Valery Y.R. Bates-Brown, Director of the Academic Support Center (VSU); Dr. E. Gail Anderson Holness, Director of the Student Leadership Development Program (BC); Dr. Mildred K. Fuller, Director of Student Support Services (NSU); Mr. Michael Bowden, Assistant Vice Chancellor for Academic Affairs (USM); Dr. William Gordon, Director, Washington-Baltimore Hampton Roads—Louis Stokes Alliance for Minority Participation Program (HU); and Dr. Ray A. Shackleford, Vice President for Administration and Finance (B-CC).

The Regional HBCU Summit on Retention has had six chairs and three pairs of co-chairs: Dr. Virginia Guilford, Dr. Diann Showell-Cherry, Dr. Jay Carrington Chunn, Ms. Tendai Johnson, Dr. Ernesta Pendleton Williams, co-chairs Dr. Joan S. Langdon and Dr. Anne Gaskins-Nedd, Dr. John T. Wolfe, Jr., co-chairs Dr. John A. Wheatland and Dr. Tiffany B. Mfume, and co-chairs Dr. Thomas James and Ms. Juanita D. Gilliam. With their leadership and guidance, the Summit has flourished in every way. Moreover, the Summit has benefited significantly from the ideas, insights, and strategies shared by more than thirty-two hundred students, faculty, staff, and administrators during the Summit’s “conversations” about improving the retention rate for African American and other minority students.



**REGIONAL HBCU SUMMIT STEERING
COMMITTEE CHAIRPERSONS
1998 - 2015**



**Dr. Virginia B.
Guilford**
Bowie State University
1998 and 1999



**Dr. Diann
Showell-Cherry**
University of Maryland
Eastern Shore
2000 and 2001



**Dr. Jay Carrington
Chunn**
Morgan State University
2002 and 2003



**Dr. Tendai
Johnson**
Coppin State University
2004 and 2005



**Dr. Ernesta
Pendleton-Williams**
University of the District
of Columbia
2006 and 2007



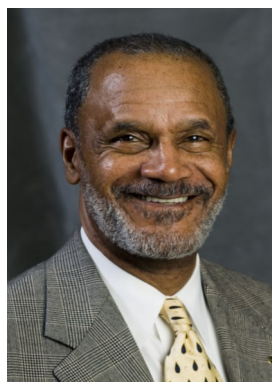
**REGIONAL HBCU SUMMIT STEERING
COMMITTEE CHAIRPERSONS
1998 - 2015**



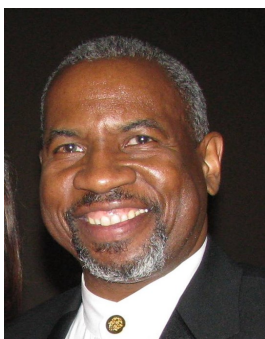
**Dr. Anne L.
Gaskins-Nedd**
Bowie State University
2008 and 2009



**Dr. Joan S.
Langdon**
Bowie State University
2008 and 2009



**Dr. John
Wolfe, Jr.**
University System of Maryland
2010 and 2011



**Dr. John A.
Wheatland**
Morgan State University
2012 and 2013



**Dr. Tiffany B.
Mfume**
Morgan State University
2012 and 2013



**REGIONAL HBCU SUMMIT STEERING
COMMITTEE CHAIRPERSONS
1998 - 2015**



Dr. Thomas James
Coppin State University
2014 and 2015



Mrs. Juanita Gilliam
Morgan State University
2014 and 2015



Long-Term Approaches to Student Retention



Maximum improvement in retention performance requires implementation of programs that lead to long-lasting campus culture changes. The best retention programs have the following characteristics:

1. Highly structured. Student success is not left to chance. The institution views itself as responsible for creating a success structure rather than merely retaining a reactive sink-or-swim philosophy.
2. Extended, intensive contact with students who are most likely to drop out. For these students retention is a one-on-one activity, and results are predicated on a personal relationship.
3. Interlocks with other programs and services. For example, academic advising should be woven into the fabric of a required freshman success course.
4. A strategy of engagement. Students are brought into situations in which the risk of participation is reduced. That is, the faculty or staff member takes the initiative to reach out to bring the student into the fold rather than assume a passive stance that offers students the opportunity to participate.
5. Qualified staff. Qualifications go far beyond credentials for a position to include attitude and ability to build relationships. There is increased emphasis on the importance of a student-centered environment everywhere on campus.
6. A critical role for faculty members. It is extraordinarily important to have rewards and recognition in place for excellent teaching. A single "Teacher of the Year" award is too unattainable and further sends a message that great teaching, especially in the freshman classroom, is nice but not necessary. Ultimately the tenure and promotion criteria established and adhered to are the determiners of whether intense energy is devoted to becoming a great teacher in the freshman classroom.
7. A focus on the affective as well as cognitive needs of students. Far too little attention is usually paid to how students are coping: whether they are getting connected to the new environment or feeling lost, confused, or overwhelmed. Attention to the individual needs of students can set them on a course for success.

Improving retention means change, which never comes easily. Following are some tips for getting started with the change process.

1. Establish a retention task force, even if the campus already has a retention coordinator.
 2. Carefully select the person to head the retention task force.
 3. Make sure the task force spends a minimum amount of time studying the issue despite the natural tendency to want to explore every potential alternative.
 4. Establish a readiness to accept change across the campus by promoting a widespread understanding of what retention is and what it is not.
 5. Go for big gains.
 6. Celebrate successes!
-

Proven Teaching Strategies



Institutions of higher education across the nation are responding to pressures—political, economic, social, and technological—to be more responsive to students' needs and more concerned about how well they are prepared to assume future societal roles. Faculty are already feeling the pressure to lecture less, to make learning environments more interactive, to integrate technology into the learning experience, and to use collaborative learning strategies when appropriate.

A list of proven teaching strategies appear below:

Lecture. An educational presentation usually delivered by an instructor to a group of students with the use of instructional aids and training devices. Lectures are useful for the presentation of new material, summarizing ideas, and showing relationships between theory and practice. Although the usefulness of other teaching strategies is being widely examined today, the lecture still remains an important way to communicate information.

Case Method. The case method is an instructional strategy that engages students in active discussion about issues and problems inherent in practical application. It can highlight fundamental dilemmas or critical issues and provide a format for role playing ambiguous or controversial scenarios.

Discussion. Discussion methods are a variety of forums for open-ended, collaborative exchange of ideas among a teacher and students or among students for the purpose of furthering students thinking, learning, problem solving, understanding, or literary appreciation. A defining feature of discussion is that students have considerable agency in the construction of knowledge, understanding, or interpretation.

Active Learning. Active learning is defined as learning environments that allow students to talk, listen, read, write, and reflect as they approach course content through problem-solving exercises, informal small groups, simulations, case studies, role playing, and other activities.

Cooperative Learning. Cooperative learning is a systematic pedagogical strategy that encourages small groups of students to work together for the achievement of a common goal.

Technology. Technology is the integration of computers and other electronic devices into classroom instruction. Integrating technology into a course curriculum, when appropriate, is proving to be valuable for enhancing and extending the learning experience for faculty and students.

Distance Learning. Distance learning is defined as any type of teaching and learning in which the teacher and learner are not in the same place at the same time.



SUMMIT PROGRAM

THURSDAY, MARCH 5

**“IMPROVING RETENTION AT HBCUS: THE CHANGING FACE OF HBCUS
IN THE 21ST CENTURY”**

1:00 p.m. **HOTEL CHECK-IN** Hotel Lobby
3:00 p.m. - 6:00 p.m. **CONFERENCE REGISTRATION** Terrace Railing

**PRE-CONFERENCE WORKSHOP: “‘SURVIVING TO THRIVING’: RETAINING STUDENTS AND
MAINTAINING THEIR SUCCESS DURING THE HEIGHTENED
CASH MONITORING PROCESS”**

3:30 p.m. - 5:30 p.m. **Crystal Hall A**

PRESIDING **Ms. Juanita Gilliam**, Co-Chair, HBCU Summit Steering
Committee and Professor, Department of English and
Language Arts—*Morgan State University*

MODERATOR **Dr. John Wolfe, Jr.**, Associate Vice Chancellor for
Academic Affairs/Diversity and Academic Leadership
Development—*University System of Maryland*

PRESENTERS **Dr. Yvette Wimberly**, Dean of Enrollment Management/
Student Services and Retention—*Arkansas Baptist College*

Dr. Cynthia Hill, Director, On-Line Learning and Web-
Enhanced Courses—*Arkansas Baptist College*

Dr. Clayton A. Steen, Vice President for Enrollment
Management—*Bowie State University*

Dr. Derrick M. Bullock, Retention Coordinator, College of
Professional Studies—*Bowie State University*

Ms. Dorsha Goodman, Coordinator of Freshman Advising
and Freshman Seminar Classes—*Bowie State University*



THURSDAY, MARCH 5

BANQUET

6:30 p.m. - 9:00 p.m.

Crystal Hall I

MODERATOR Dr. Eleanor L. Hoy, Retention Czar—*Norfolk State University*

WELCOME AND OPENING REMARKS Dr. Thomas James, Co-Chair, HBCU Summit Steering Committee and Assistant Professor of Instruction—*Coppin State University*

INVOCATION ✎ Ms. Robin Leverette Burton, Assistant Director for Retention, Lecturer, and Board Certified Life Coach—*University of Maryland Eastern Shore*

✎ **DINNER**

VIDEO REMARKS Dr. William E. Kirwan, Chancellor—*University System of Maryland*

REMARKS Dr. Shawna Acker-Ball, Director of Academic Affairs—*Maryland Higher Education Commission*

INTRODUCTION OF KEYNOTE SPEAKER Dr. Joan S. Langdon, Professor of Computer Science and Director, Title III Programs—*Bowie State University*

“WHY NEARLY EVERYONE IS LOOKING IN THE WRONG PLACE” ✎ MR. JOHNNY C. TAYLOR, JD, President and CEO—*Thurgood Marshall College Fund*

CLOSING REMARKS DR. JOAN S. LANGDON



9:30 p.m. - 10:30 p.m.

RECEPTION

Conference Rooms IV, V, VI

Ms. Juanita Gilliam, Hostess
Dr. Thomas James, Host



THE 18TH ANNUAL REGIONAL HBCU SUMMIT ON RETENTION IS DEDICATED TO DR. MAYA ANGELOU, POET, AUTHOR, AND CIVIL RIGHTS ACTIVIST; AND MRS. RUBY DEE, ACTRESS, PLAYWRIGHT, AND CIVIL RIGHTS ACTIVIST

FRIDAY, MARCH 6

7:30 a.m. - 8:45 a.m.

**BUFFET BREAKFAST
CONFERENCE REGISTRATION**

**Crystal Hall I
Terrace Railing**

8:00 a.m. - 9:30 a.m.

PLENARY SESSION

MODERATOR

Dr. Dwedor Ford, Associate Professor and Associate Dean of the University College, Division of Student Affairs—*Central State University*
Session Assistant: Dr. LaKeisha L. Harris, Associate Professor and Coordinator, Master of Science Program in Rehabilitation Counseling—*Bowie State University*

INTRODUCTION OF THE KEYNOTE SPEAKER

Dr. Tiffany B. Mfume, Director, Office of Student Success and Retention—*Morgan State University*

“THE CHANGING FACE OF HIGHER EDUCATION: LOW-INCOME AND INTERNATIONAL STUDENTS AND THE IMPLICATIONS FOR THE LEADERSHIP ROLE OF HBCUS”

✦ DR. DAVID WILSON, President, Morgan State University—*Baltimore, MD*

9:45 a.m. - 11:15 a.m.

Crystal Hall 2A

PANEL: “THROUGH THE LENSES OF STUDENTS: RESPONDING TO THE CHANGING FACE OF HBCUS”

MODERATOR

Dr. Gene Moore, Academic Advisor, University College—*Central State University*
Session Assistant: Dr. Bernice Alston, Retention Specialist/Program Coordinator, Office of Student Success and Retention—*Morgan State University*

PANEL FACILITATOR

Mr. Clifton H. Harcum, Program Coordinator, Office of University Engagement and Lifelong Learning—*University of Maryland Eastern Shore*

STUDENT PANELISTS

Mr. Christopher Stone, Freshman, Computer Science—*Bowie State University*
Ms. Jasmine Burton, Sophomore, Special Education—*Coppin State University*
Ms. Sabrina Cloud, Junior, Biology—*Morgan State University*
Mr. Ryan Philoche, Senior, Applied Design-Graphic Illustration—*University of Maryland Eastern Shore*
Mr. Marcus Fowler, Senior, Information Systems—*University of the District of Columbia*

Questions and Answers

Facilitator: Mr. Clifton H. Harcum

11:30 a.m. - 12:50 p.m.

LUNCHEON

Crystal Hall I

MODERATOR

Dr. Ernesta Williams, Special Assistant to the Vice President for Academic Affairs and Title III Coordinator—*University of the District of Columbia*
Session Assistant: Dr. Jennifer M. Johnson, Coordinator, Graduate Elementary Education—*Bowie State University*

INVOCATION

Dr. Daryl Stone, Assistant Professor of Computer Science, Department of Computer Science, and Coordinator, Computer Technology Program—*Bowie State University*

INTRODUCTION OF THE KEYNOTE SPEAKER

Ms. Denyce Watties-Daniels, Director, Simulation and Learning Resource Center, College of Health Professions—*Coppin State University*

“THE LEGACY OF THEN, NEXT, AND NOW: A NEW MINDSET AND AGENDA FOR AMERICA’S HISTORICALLY BLACK COLLEGES AND UNIVERSITIES”

✦ MR. MICHAEL J. SORRELL, JD, President, Paul Quinn College—*Dallas, TX*

CLOSING

Dr. Ernesta Williams

1:00 p.m. - 2:10 p.m.

Concurrent Session A
Conference Room I

Moderator: Ms. Myra Curtis, Retention Specialist, School of Engineering—*Morgan State University*
Student Assistant: Mr. Dominique Plater, Junior, Criminal Justice—*University of Maryland Eastern Shore*

IMPACT OF CULTURALLY RESPONSIVE PEDAGOGY ON STUDENT RETENTION

Dr. Julius L. Davis, Assistant Professor, Department of Teaching, Learning, and Professional Development—*Bowie State University*
Dr. Ayanna M. Lynch, Assistant Professor, Department of Psychology—*Bowie State University*
Dr. Jacqueline Sweeney, Assistant Professor, Department of Teaching, Learning, and Professional Development—*Bowie State University*
Dr. Danyell Wilson, Assistant Professor, Department of Natural Sciences—*Bowie State University*

Concurrent Session B
Conference Room II

Moderator: Dr. Benjamin Arah, Associate Professor of Government, Philosophy, and Women's Studies, Department of History and Government—*Bowie State University*
Student Assistant: Ms. Tiara Gilbert, Junior, Government—*Bowie State University*

USING A MULTI-TIERED SYSTEM OF SUPPORT: A PROPOSED MODEL OF SUCCESS FOR INCOMING STUDENTS AT AN HBCU

Dr. Kimberly M. Daniel, Associate Professor and Coordinator, School Psychology Program, Department of Counseling—*Bowie State University*
Dr. Katrina S. Kardiasmenos, Associate Professor, Department of Psychology—*Bowie State University*
Dr. Cheryl M. Blackman, Associate Professor and Chair, Department of Psychology—*Bowie State University*
Dr. Ometha Lewis-Jack, Associate Professor, Department of Psychology—*Bowie State University*

Concurrent Session C
Conference Room III

Moderator: Mr. Terrance McKnight, Academic Advisor, University College—*Central State University*
Student Assistant: Ms. Jasmine Ellerbee, Junior, Business Administration—*University of Maryland Eastern Shore*

READY! SET! GO!: GOT RESEARCH WRITING SKILLS?

Dr. Kriesta L. Watson, Adjunct Faculty, Department of Instructional Leadership and Professional Development—*Coppin State University*

OPTIMIZING THE LMS AND CURRICULUM FOR ONLINE RETENTION

Mr. Robin Hoffman, Director of Instructional Technology—*University of Maryland Eastern Shore*
Dr. Kristine Anderson, Director of UMES Online—*University of Maryland Eastern Shore*

Concurrent Session D
Conference Room IV

Moderator: Mr. Michael James, Retention Coordinator, School of Education and Urban Studies—*Morgan State University*
Student Assistant: Mr. Kumani Kee, Sophomore, Accounting/Business Management—*Coppin State University*

ASSESSMENT OF UMES-SOP ADMISSIONS CRITERIA AS PREDICTORS OF ACADEMIC PERFORMANCE IN A THREE-YEAR PHARMACY PROGRAM IN AN HBCU INSTITUTION

Dr. Miriam C. Purnell, Assistant Dean of Student Affairs and Assistant Professor, School of Pharmacy—*University of Maryland Eastern Shore*
Dr. Frederick R. Tejada, Assistant Professor of Pharmaceutical Sciences—*University of Maryland Eastern Shore*
Dr. Jay Parmar, Assistant Professor of Pharmacy Administration—*University of Maryland Eastern Shore*
Ms. Lynn Lang, Assessment Coordinator—*University of Maryland Eastern Shore*

Concurrent Session E
Crystal Hall 2A

Moderator: Dr. Rhonda Jeter-Twilley, Associate Dean, College of Education—*Bowie State University*
Student Assistant: Ms. Julia Nyere, Senior, Government—*Bowie State University*

ENGAGING STUDENTS IN THE CLASSROOM: ENHANCING CURRICULA AND STUDENT LEARNING THROUGH UNDERGRADUATE RESEARCH AND SERVICE LEARNING

Dr. Bridgett Clinton-Scott, Assistant Professor, Department of Human Ecology—*University of Maryland Eastern Shore*
Dr. Jada E. Brooks, Assistant Professor, Department of Human Ecology—*University of Maryland Eastern Shore*
Dr. Lumbuso S. Khoza, Interim Chair, Department of Human Ecology—*University of Maryland Eastern Shore*

2:15 p.m. - 3:30 p.m.

**Concurrent Session A
Conference Room I**

Moderator: Ms. Grace Mack, Recruitment and Retention Coordinator, School of Engineering—*Morgan State University*
Student Assistant: Ms. Raven Johnson, Junior, Education—*Coppin State University*

IF YOU BUILD IT, THEY WILL LEARN: USING INTEGRATED TEACHING AND LEARNING TO ENGAGE AND EMPOWER STUDENTS

Dr. Ayanna M. Lynch, Assistant Professor, Department of Psychology—*Bowie State University*
Dr. Derrick M. Bullock, Retention Coordinator, Office of Student Success, College of Professional Studies—*Bowie State University*
Ms. Lisa K. Nardi, TRiO Student Support Services—*Bowie State University*
Ms. Monica N. Turner, Director, TRiO Student Support Services—*Bowie State University*
Ms. Samantha Ferguson, Junior, Education Major, Department of Teaching, Learning, and Professional Development—*Bowie State University*

**Concurrent Session B
Conference Room II**

Moderator: Ms. Jennifer Barnes, Retention Assistant, Spartan Success Center—*Norfolk State University*
Student Assistant: Mr. Richard Lucas III, Senior, Government—*Bowie State University*

FACTORS THAT AFFECT RETENTION AFFECTING AMONG FRESHMAN STUDENTS AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

Dr. Samuel L. Hinton, Former Retention Specialist/ and Instructor—*Benedict College*

THE EFFECTS OF STRESS AND ANXIETY ON DEPRESSION AND SUBSTANCE ABUSE USE AMONG COLLEGE STUDENTS AT AN HBCU

Dr. Cheryl Blackman, Associate Professor and Chair, Department of Psychology—*Bowie State University*
Dr. Ometha Lewis-Jack, Assistant Professor, Department of Psychology—*Bowie State University*
Ms. Kameko Johnson-Styles, Research Assistant, Department of Psychology—*Bowie State University*

**Concurrent Session C
Conference Room III**

Moderator: Dr. Harriet Kargbo, Assistant Professor, Department of Instructional Leadership and Professional Development—*Coppin State University*
Student Assistant: Ms. Jasmine Beard, Freshman, Pre-Nursing—*Coppin State University*

SIMPLE PEDAGOGICAL TECHNIQUES EQUALS BIG GAINS FOR STUDENTS IN REMEDIAL AND COLLEGE COURSES

Dr. Daryao Khatri, Professor of Physics, Department of Biology, Chemistry, and Physics—*University of the District of Columbia*
Ms. Brenda Brown, Associate Professor of Mathematics, Department of Mathematics—*University of the District of Columbia*
Dr. Laurence Covington, Assistant Professor of English, Department of English, World Languages, and Cultures—*University of the District of Columbia*
Mr. Marc'Quinn Davis, Mathematics Teacher, Dunbar High School—*Washington, DC*
Mr. Andrew Howard, Assistant Professor of English, Department of English, World Languages, and Cultures—*University of the District of Columbia*
Dr. Anne Hughes (Ret.), Professor of Sociology—*University of the District of Columbia*

**Concurrent Session D
Conference Room IV**

Moderator: Dr. Michael Hughes, Disability Coordinator, Academic Advisement Center—*Bowie State University*
Student Assistant: Mr. Christopher Cobb, Senior, Government—*Bowie State University*

LINKING CAEP STANDARDS COMMON CORE MATH PRACTICE: A RETENTION STRATEGY

Dr. Atma Sahu, Professor of Mathematics, Department of Mathematics—*Coppin State University*

MATHWORLD: WHERE EVERYONE PASSES

Mr. Robert D. Walling, CBT Coordinator, Developmental Mathematics Lab, Department of Mathematics, St. Philip's College—*San Antonio, TX*

Concurrent Session E
Crystal Hall 2A

Moderator: Ms. Georgia Sawyer, Retention Specialist/Program Coordinator, Office of Student Success and Retention—*Morgan State University*
Student Assistant: Mr. Gregory Terry, Senior, Nursing—*Coppin State University*

FACULTY PROFESSIONAL DEVELOPMENT: A REVIEW OF THE LITERATURE TO IMPACT THE PROBLEM OF STUDENT ENGAGEMENT, RETENTION, AND SUCCESS

Dr. Winona Taylor, Associate Professor and Department Chair, Department of Educational Studies and Leadership—*Bowie State University*

DELTA TEACHER EFFICACY CAMPAIGN: ENHANCING TEACHER EFFECTIVENESS THROUGH EFFICACY TRAINING, ADVOCACY, AND PUBLICATION

Dr. Johni Cruse Craig, Project Director, Delta Research and Education Foundation, Delta Efficacy Campaign—*Washington, DC*

Ms. Ashley Daniels, MPA, Office Manager, Delta Research and Education Foundation, Delta Efficacy Campaign—*Washington, DC*

3:30 p.m. - 3:45 p.m.

BREAK

CRYSTAL HALL 2B

3:45 p.m. - 5:00 p.m.

Concurrent Session A
Conference Room I

Moderator: Mr. Jeff Gittens, Assistive Technologist, Disability Support Services—*Bowie State University*

Student Assistant: Mr. Raphael Hughes, Junior, Business—*Bowie State University*

CAN STUDENTS' ENVIRONMENTALLY CONSCIOUS BEHAVIOR IMPACT CAMPUS ENGAGEMENT?

Dr. Erica N. Hernandez, Assistant Professor of Psychology, Department of Psychology—*Bowie State University*

Ms. Juanita Fontenot, Alumna, Department of Psychology—*Bowie State University*

STUDENT LEADERSHIP DEVELOPMENT: ITS IMPACT ON COLLEGE RETENTION AND LIFE AFTER COLLEGE

Dr. Benita Rashaw, Associate Director, Office of Residence Life and Housing—*University of Maryland Eastern Shore*

Concurrent Session B
Conference Room II

Moderator: Dr. Errol T. Browne, Assistant Professor, Department of History and Government—*Bowie State University*

Student Assistant: Mr. Dilorah Arah, Senior, Government—*Bowie State University*

EXAMINING THE DISPOSITION TO COLLABORATE FOR TEACHING AND LEARNING

Dr. Delois L. Maxwell, Associate Professor, Department of Educational Studies and Leadership—*Bowie State University*

MENTORING FACULTY IN HIGHER EDUCATION

Dr. Danita Tolson, Interim Chairperson, Baccalaureate Nursing Program—*Coppin State University*

Ms. Lynn Lang, Assessment Coordinator, School of Pharmacy—*University of Maryland Eastern Shore*

Concurrent Session C
Norfolk Conference Room III

Moderator: Ms. Ethel Edwards, Math Tutor/Retention Assistant, Spartan Success Center—*State University*

Student Assistant: Ms. Ruth Agada, Doctoral Student, Department of Computer Science—*Bowie State University*

SCHOOL COUNSELORS' ROLE IN PREPARING STUDENTS FOR COLLEGE AND CAREERS: EXPLORATION EXPERIENCES FROM A K-12 SCHOOL COUNSELING PERSPECTIVE IN CITY SCHOOLS

Ms. Tamara L. Barron, Educational Specialist—Pupil Services, Office of School Counseling, Division of Secondary Education Services, Baltimore Public Schools—*Baltimore, MD*

Concurrent Session D
Conference Room IV

Moderator: Mr. David Booker, Computer Specialist/Retention Assistant, Spartan Success Center—*Norfolk State University*
Student Assistant: Mr. Brian France, Senior, Nursing—*Coppin State University*

REMOVING MINORITY MALES FROM INCARCERATION AND PLACING THEM IN HIGHER EDUCATION: PROVIDING AT-RISK MEN A PATHWAY TO SUCCESS

Mr. Jonelle Knox, Director, Men of Color Initiative and Adjunct Lecturer—*Bronx Community College*
Mr. Ja'Ken Caston, Reading Specialist and Spanish Teacher, Richmond Public Schools—*Richmond, VA*

MEETING THE UNSPOKEN NEED: HBCUS AND SUICIDE

Dr. Douglas F. Gwynn, Director, Office of Residence Life and Housing—*Morgan State University*
Dr. Krystal Lee, Assistant Director, Office of Residence Life and Housing—*Morgan State University*

Concurrent Session E
Crystal Hall 2A

Moderator: Ms. Wenter Blount, Administrative Staff/Retention Assistant, Spartan Success Center—*Norfolk State University*
Student Assistant: Ms. LaVesha Huff, Graduate Student, Education—*Bowie State University*

PREPARING FOR GRADUATE SCHOOL IN A STEM FIELD

Dr. Clarence M. Lee, Co-Project Director, WBHR_LSAMP Program—*Howard University*
Dr. Uvetta Dozier, LSAMP Coordinator—*Bowie State University*
Ms. Tiara Askew, Senior, Biology, Department of Natural Sciences—*Bowie State University*
Ms. Jasmine Blackmon, Graduate Student—*Howard University*
Mr. Anthony Brandon, Sophomore, Electrical Engineering—*Howard University*
Mr. Raymond Carson, Senior, Applied Mathematics, Department of Natural Sciences—*Bowie State University*
Ms. Alana Jones, Junior, Biology—*Howard University*
Ms. Assata Pyatt, Junior, Biology, Department of Natural Sciences—*Bowie State University*

5:00 p.m. - 6:30 p.m.

RECEPTION

Crystal Hall I

Ms. Juanita Gilliam, Hostess
Dr. Thomas James, Host

Live Performance: University of Maryland Eastern Shore Jazz Combo
Dr. Brian Perez, Director

An Evening of Poetry
Dr. Michael Hughes, Host

SATURDAY, MARCH 7

8:00 a.m. **BUFFET BREAKFAST** Crystal Hall I

8:30 a.m. - 9:30 a.m. **PLENARY SESSION** Crystal Hall I

OPENING REMARKS
Dr. Thomas James

MODERATOR

Mr. Leander Brown, Program Manager, Title III Office— *University of the District of Columbia*

Student Assistant: Mr. David Thompson, Graduate Student, Counseling Psychology—*Bowie State University*

INTRODUCTION OF THE KEYNOTE SPEAKER

Ms. PHYLLIS Brooks Collins, Consultant—Copley Retention and Former Director, Office of Academic Enrichment—*Delaware State University*

“A PERSPECTIVE ON DIVERSITY IN HBCUs”

☞ **DR. JOHN T. WOLFE**, Associate Vice Chancellor for Academic Affairs/Diversity and Academic Leadership Development, University System of Maryland—*Adelphi, MD*

9:45 a.m. - 11:00 a.m. Crystal Hall I

PANEL: “THE CHANGING FACE OF HBCUs: THREAT OR OPPORTUNITY”

PANEL FACILITATOR

Mr. David Gaston, Coordinator, Student Outreach and Leadership Development—*University of the District of Columbia*

Student Assistant: Mr. David Thompson, Graduate Student, Counseling Psychology—*Bowie State University*

STUDENT PANELISTS

Mr. Julia Nyere, Senior, Government—*Bowie State University*

Mr. Yves Cooper, Sophomore, Accounting—*Coppin State University*

Ms. Samantha Prescott, Junior, Finance—*Morgan State University*

Ms. Chanal Carlisle, Senior, Dietetics—*University of Maryland Eastern Shore*

Ms. Latrice Holloman, Sophomore, Social Work—*University of the District of Columbia*

Questions and Answers

Facilitator: Mr. David Gaston

11:00 a.m. - 11:30 a.m. **WRAP-UP** Crystal Hall I

Dr. Thomas James

Ms. Juanita Gilliam

11:30 a.m. - 12 noon **HOTEL CHECK-OUT** Front Lobby

**THE NINETEENTH ANNUAL REGIONAL HBCU SUMMIT ON RETENTION
WILL BE HELD MARCH 3-5, 2016, AT THE
CLARION HOTEL, OCEAN CITY, MARYLAND**



Our Story



Benedict College

Benedict College, originally Benedict Institute, was founded in 1870 under the auspices of the American Baptist Home Mission Society. Mrs. Bathsheba A. Benedict of Pawtucket, Rhode Island, provided financial support for the establishment of Benedict. On November 2, 1894, the institution was chartered as a liberal arts college by the South Carolina Legislature, and the name “Benedict Institute” was changed to “Benedict College.” Benedict College is located in the heart of Columbia, South Carolina, the State’s capital city. For nearly a century and a half, the College has provided a quality education to its students and meritorious service to the community. Over the years, Benedict’s graduates have been successful in all areas of human endeavor. These productive graduates are the most important part of the success of this institution. Benedict College is a place where “Learning to Be the Best: A Power for Good in the Twenty-First Century” characterizes its commitment to quality and continuous improvement in its role as one of the nation’s premier historically Black colleges. Several years ago, *Diverse Magazine* named the College one of the top 100 institutions in the nation graduating African American scholars. Dr. David Swinton serves as the fourteenth President of Benedict.

Bethune-Cookman College

In 1904, Mary McLeod Bethune, opened the Daytona Educational and Industrial School for Negro girls in Daytona Beach. During the ensuing years, a remarkable transformation occurred—the Daytona Educational and Industrial School became a college. In 1923, a merger with Cookman Institute of Jacksonville, Florida led to an affiliation with the United Methodist Church through its Board of Higher Education and Ministry. In 1933, the institution was named Bethune-Cookman College with junior college status. In 1941, the Florida State Board of Education approved a four-year baccalaureate program offering liberal arts and teacher education. The past presidents of the College include Dr. Mary McLeod Bethune, Founder and First President (1904-1942; 1946-1947); Dr. James A. Colston, Second President (1942-1946); Dr. Richard V. Moore, Sr., Third President (1947-1975); Dr. Oswald P. Bronson, Sr., Fourth President (1975-2004); and Dr. Trudie Kibbe Reed, Fifth President (2004-2012). The Board of Trustees appointed Edison O. Jackson, Ed.D., as President on March 20, 2013. In January 2005, the International Institute for Civic Participation and Social Responsibility was launched. Its focus is to increase student learning about citizenship and leadership development. Bethune-Cookman obtained University status on February 14, 2007. The University currently enrolls promising secondary school graduates and adult learners from diverse social, economic, and educational backgrounds.

Bowie State University

Founded in 1865, Bowie State University is the oldest Historically Black University in Maryland and one of the oldest in the Nation. Bowie State University has evolved from a normal school into a comprehensive public institution of higher education recognized nationally for successfully preparing a multi-cultural student population for leadership in a global economy. While the University maintains its deep commitment to teacher training, it is also rapidly developing into the campus of choice for scholars in computer science and information technology, engineering, and the mathematics-based sciences. In 1995, Bowie State was recognized by two federal agencies as a Model Institution for Excellence, receiving a grant award of up to \$27 million over a ten-year period to help meet the national goal of developing a larger pool of minorities trained in science and technology. In 1998, the University received a one-million dollar grant to implement significant diversity initiatives on the campus and in the Tri-County area—Prince George’s, Anne Arundel, and Montgomery Counties—to establish a Center for Excellence in Teaching and Learning to promote student retention. Bowie State now offers two doctoral degrees, the Ed.D. in Educational Leadership, and the D.Sc. in Computer Science. With south central Maryland’s “edge cities” ranking among the nation’s most coveted high tech business locations, Bowie State is strategically positioned to become the intellectual force driving the economy in this region of the Free State.



Central State University

Central State University is located in Wilberforce, Greene County, Ohio and its history is closely associated with Wilberforce University, one of the nation's oldest private historically African American institutions of higher education, founded at Tawawa Springs in 1856. Central State University originated on March 19, 1887, when the Ohio General Assembly passed an act establishing a Combined Normal and Industrial (CN&I) Department at Wilberforce University. Through various transitional changes, it emerged as an independent, state university. In 1941, the General Assembly expanded the CN&I, which offered two-year courses, into the College of Education and Industrial Arts, with four-year programs. In 1947, it separated from Wilberforce University. The history of Central State University tells the history of higher education and the advancement of African Americans in Ohio. It is within the walls of these structures, and others unfortunately demolished or destroyed by the 1974 tornado, that thousands of African Americans receive valuable training for successful and rewarding careers. Thus, many of the contributions of African Americans to the promotion and betterment of education, medicine, law, social justice, technology, and the arts in Ohio have their roots on the campus of Central State University.

Coppin State University

As a city normal school, Coppin State University had the highly focused mission of preparing teachers for the public schools in a growing urban center. Founded in 1900 as a one-year training program, Coppin State University became a normal school in 1926, a teachers college in 1930, and a comprehensive college in 1970. Coppin joined the University System of Maryland (USM) in 1988 and in 2004 became a fully recognized university. Named in honor of Fanny Jackson Coppin, an outstanding African-American educator dedicated to teaching, Coppin fulfills a particularly important mission for the State of Maryland and performs a unique role that has not been performed by any other institution within the USM. Fulfilling its unique mission of primarily focusing on the problems, needs, and aspirations of the people of Baltimore's central city and its immediate metropolitan area, Coppin took over nearby Rosemont Elementary School in 1998, and is the first and only higher education institution in Maryland to manage a public school. A Carnegie Master's (Comprehensive) Colleges and Universities I (MA I) institution, the University is committed to excellence as evidenced by its continued commitment to maintaining accreditations by the National League for Nursing, National Council for Accreditation of Teacher Education, Maryland State Department of Education, Council on Rehabilitation Education, Council on Social Work Education, and Middle States Association of Colleges and Schools.

Delaware State University

Delaware State University is a public, comprehensive, 1890 land-grant institution. The mission of the University is to provide for the people of Delaware, and others who are admitted, a meaningful and relevant education that emphasizes the liberal and professional aspects of higher education. Within this context, the University provides educational opportunities to all qualified citizens of this state and other states at a cost consistent with the economic status of the students as a whole. While recognizing its historical heritage, the University serves a diverse student population with a broad range of programs in instruction, service, and research, so that its graduates will become competent, productive, and contributing citizens. As one of America's most highly respected Historically Black Colleges and Universities, Delaware State aims to be renowned for a standard of academic excellence that prepares our graduates to become the first choice of employers in a global market. The University's physical infrastructure has grown from its 1891 beginning as a 100-acre property with three buildings to a beautiful 400-acre pedestrian campus with over 50 buildings, four outdoor athletic fields, two farm properties in the Kenton and Smyrna areas, two University satellite sites in Wilmington and Georgetown, and a fleet of planes with a base of operation at the Delaware Air Park in Cheswold. The University practices and promotes five core values guiding students, faculty, staff, and administrators: Community, Integrity, Diversity, Scholarship, and Outreach.



Howard University

Named for Civil War General and later Commissioner of the Freedman's Bureau, Oliver Otis Howard, Howard University was founded in 1867. The University charter, as enacted by the United States Congress and approved by President Andrew Johnson, designated Howard University as "a university for the education of youth in the liberal arts and sciences." A Carnegie Level I Research Institution, Howard University is one of only 48 U.S. private, Doctoral/Research-Extensive universities, comprising 12 schools and colleges with approximately 11,000 students who enjoy academic pursuits in more than 120 areas of study leading to undergraduate, graduate, and professional degrees. The University continues to attract the nation's top students and produces more on-campus African American Ph.D.s than any other university in the world. Since 1998, the University has produced a Rhodes Scholar, a Truman Scholar, six Fulbright Scholars, and nine Pickering Fellows. Further, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching and research, committed to the development of distinguished and compassionate graduates and to the quest for solutions to human and social problems in the United States and throughout the world.

Morgan State University

Founded in 1867 as the Centenary Biblical Institute by the Baltimore Conference of the Methodist Episcopal Church, Morgan State University's original mission was to train young men for the ministry. It was named Morgan College in 1890 in honor of the Reverend Lytleton Morgan, the first chairman of the Board of Trustees, who donated land to the college. In 1939, Morgan was purchased by the State of Maryland. As a state-supported institution, Morgan State College expanded its mission, which had become teacher training, to a balanced liberal arts education. In 1975, Morgan was designated a university and granted authority to offer doctorates. In 1988, state legislation designated Morgan State as **Maryland's Public Urban University**. Morgan awards more bachelor's degrees to African Americans than any other campus in Maryland, especially in the areas of science and engineering. Morgan was granted the classification of Doctoral Research Institution by the Carnegie Foundation. In 2014, over 76% of the 2013 entering class returned for a second year of study, the highest in two decades, and the fourth consecutive year in which the retention rate has exceeded 70%. This achievement landed Morgan in the *US News and World Report Magazine* as one of the top 12 HBCUs where freshmen return. Similarly, Morgan's graduation rate continued its upward trend of recent years, moving the campus closer to its 50% goal. MSU is one of the few HBCUs offering a comprehensive range of programs, awarding degrees through the doctorate and having significant programs of research and public service. The University's current racially and ethnically diverse student population consists of just under 8,000 students. President David Wilson's vision for Morgan continues to be, **"Growing the future, leading the world!"**

Norfolk State University

Norfolk State University (NSU) was founded in 1935 and, at present, has a diverse student population of approximately 6,000 students. This historical institution is committed to pursuing its vital role of serving the people of the Hampton Roads area. The mission of NSU is to provide its students with exemplary teaching, scholarship, and outreach in order to empower individuals to maximize their potential, and create life-long learners equipped to be engaged leaders and productive citizens. The university provides outstanding academic programs, innovative research, scholarship, and global outreach that advances the transformative power of education to change lives and communities. The core values of academic excellence, student-centered focus, diversity, integrity and collegiality, and engagement embody the principles, ideals, and beliefs of our students, faculty, staff, and Board of Visitors. These values reflect what is important to all members of the Norfolk State University community.



The University of the District of Columbia

The University of the District of Columbia (UDC) is built upon a rich heritage that dates back to 1851 when Myrtilla Miner founded a “school for colored girls.” That school, which eventually evolved into Miner Teachers College in 1929, became a beacon for public higher education in the nation’s capital. Miner eventually merged with Wilson Teachers College, originally established for whites, to form the District of Columbia Teachers College in 1955. In 1968, Federal City College, a liberal arts institution, and Washington Technical Institute jointly opened their doors, and in 1976, the three colleges merged to form the University of the District of Columbia (UDC). The David A. Clarke UDC School of Law was added during the 1990s. Today, UDC is the only public institution of higher education in the nation’s capital. As an urban land-grant university, it supports a broad mission of education, research, and community service across all undergraduate and graduate divisions, which include the flagship, a community college (launched in August 2009), and the David A. Clarke School of Law. Together, these form the University System of the District of Columbia. UDC is accredited by the Middle States Association of Colleges and Schools as well as thirteen other accrediting bodies and associations.

The University of Maryland Eastern Shore

“**Hawk Pride...Catch It!**” serves as the foundation upon which the University of Maryland Eastern Shore was founded on September 13, 1886. It opened with nine students and three teachers in a single building under the auspices of the Delaware Conference of the Methodist Episcopal Church. In less than a decade, “Princess Anne Academy” became a federally assisted land-grant institution, but confronted numerous challenges and endured much financial adversity. Four decades after opening, the school came under state jurisdiction; the University of Maryland in College Park was the administrative agency. The academy evolved from a secondary-level prep school into a two-year college and eventually a four-year baccalaureate degree-granting institution prior to World War II. After the war, it was renamed Maryland State College, signaling its maturation as a historically black institution. By 1970, the name changed once again to its present designation—UMES. Its governing board accepted responsibility for continuing enhancement of the faculty, facilities, and programs to the level of other public colleges in Maryland. Today, UMES is a research and doctoral-granting institution serving a diverse population of 4,500 students, including more than 200 students and faculty representing more than 50 nations. It continues to provide many first-generation college students with a values-based education geared to professional success and public service. Among its 35 undergraduate majors are agribusiness, aviation science and engineering, hospitality, rehabilitation services, and teacher education. Graduate studies include environmental sciences, pharmacy, and physical therapy and are designed to meet the needs of the Delmarva Peninsula and the world beyond. **Hawk Pride...Catch It!**

Virginia State University

Virginia State University (VSU) was founded in 1882 as the Virginia Normal and Collegiate Institute, making it the first fully state-supported, four-year institution of higher learning for Blacks in America. Today, Virginia State University is one of the Commonwealth of Virginia’s two land-grant institutions and has a student population of over 5600. The University boasts healthy fiscal management and growth, with a 2010-11 operating budget of over \$150 million. The University’s academic programs include the “Bridges to Baccalaureate” program for students transferring from two-year colleges who want to major in the sciences, the Honda Campus All-Star Challenge, and the Ronald E. McNair Scholars Program for students planning to pursue doctoral degrees in their chosen field of study. Honors scholarships are also available to entering freshmen, including the Presidential and Provost Scholarships. In 2006, VSU inaugurated the Low Income Families with Talented Students (LIFTS) financial aid program, the first of its kind among HBCUs. Virginia State University offers 52 baccalaureate and master’s degree programs and a Certificate of Advanced Study within five schools: The School of Agriculture; The Reginald F. Lewis School of Business; The School of Engineering, Science and Technology; The School of Liberal Arts and Education; and the School of Graduate Studies, Research, and Outreach. Through a challenging academic program, diverse student organizations and exciting extra-curricular activities, Virginia State University encourages students to “*build a better world.*”





Eighteenth Annual Regional HBCU Summit on Retention

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